



AGENDA FOR THE PENSIONS BOARD

Members of the Pensions Board are summoned to attend a meeting which will be held in Committee Room 4, Islington Town Hall, Upper Street, London N1 2UD on **5 March 2018 at 6.00pm.**

**Yinka Owa
Director of Law and Governance**

Enquiries to : Mary Green
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Despatched : 22 February 2018

Membership 2017/18

Employer representatives:

Maggie Elliot (Vice-Chair)
Councillor David Poyser (Chair)
(vacancy)

Scheme member representatives:

Mike Calvert
Marion Oliver (substitute is Thelma Harvey)
George Sharkey

Independent member

David Bennett

Quorum is 3, including at least one employer representative and one member representative



A. Formal matters

1. Apologies for absence
2. Declaration of interests

If you have a Disclosable Pecuniary Interest* in an item of business:

- if it is not yet on the council's register, you must declare both the existence and details of it at the start of the meeting or when it becomes apparent;
- you may choose to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.

In both the above cases, you must leave the room without participating in discussion of the item.

If you have a personal interest in an item of business and you intend to speak or vote on the item you must declare both the existence and details of it at the start of the meeting or when it becomes apparent but you may participate in the discussion and vote on the item.

* (a) Employment, etc - Any employment, office, trade, profession or vocation carried on for profit or gain.

(b) Sponsorship - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.

(c) Contracts - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.

(d) Land - Any beneficial interest in land which is within the council's area.

(e) Licences- Any licence to occupy land in the council's area for a month or longer.

(f) Corporate tenancies - Any tenancy between the council and a body in which you or your partner have a beneficial interest.

(g) Securities - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to all members present at the meeting.

3. Minutes of the previous meeting 1 - 4

B. Non-exempt items

1. Pension administration performance 5 - 8
2. Bulk trivial commutation exercise - feasibility study 9 - 10
3. London CIV update - (for information - this report will also be considered by the Sub-Committee and the views of the Board will be relayed to the Sub-Committee) 11 - 16

C. Urgent non-exempt items

Any non-exempt items which the Chair agrees should be considered urgently by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.

D. Exclusion of press and public

To consider whether, in view of the nature of the remaining items on the agenda, any of them are likely to involve the disclosure of exempt or confidential information within the terms of Schedule 12A of the Local Government Act 1972 and, if so, whether to exclude the press and public during discussion thereof.

E. Confidential/exempt items

- | | | |
|----|---|---------|
| 1. | Bulk trivial commutation exercise - feasibility study - exempt appendix | 17 - 24 |
| 2. | London CIV update - exempt appendix | 25 - 52 |

F. Urgent exempt items

Any exempt items which the Chair agrees should be considered urgently by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.

The next ordinary meeting of the Pensions Board will be on 18 September 2018

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London Borough of Islington

Pensions Board - 5 September 2017

Minutes of the meeting of the Pensions Board held at the Town Hall, Upper Street, London N1 2UD on 5 September 2017 at 6.00 pm.

Present: Mike Calvert, Maggie Elliott (Vice-Chair), Thelma Harvey, Marion Oliver, Councillor Dave Poyser (Chair) and George Sharkey

Also Present: **Councillor:** (observer) Richard Greening

Councillor Dave Poyser in the Chair

31 APOLOGIES FOR ABSENCE (Item A1)

Received from David Bennett.

32 DECLARATION OF INTERESTS (Item A2)

None.

33 MINUTES OF THE PREVIOUS MEETING (Item A3)

RESOLVED

That the minutes of the Board meeting held on the 13 March 2017 be confirmed as a correct record and the Chair be authorised to sign them.

34 PENSION ADMINISTRATION PERFORMANCE (Item B1)

Patrick Fullerton, the Deputy Pensions Manager, introduced the report, noting that annual benefit statements had not been provided to scheme members in accordance with Regulations. He attributed this to staffing resource issues, priority being given to closing the accounts and pressures on the Pensions Team generally. The Pension Regulator had been notified and staff had been advised, via their payslips and on the Council's website, that they would not receive their statements until 30 September 2017.

Liz Haynes, Director of Human Resources, undertook to send an advance copy of the letter to those staff who were to be auto-enrolled into the Scheme to George Sharkey for review. The letter to staff outlined the legal requirements to auto-enrol staff into the Scheme and the steps staff would need to take to opt out.

RESOLVED:

(a) That the performance against key performance indicators for the period from 1 February 2017 to 31 July 2017, including statistics regarding the internal dispute resolution procedure, complaints and compliments, as detailed in the report of the Director of Human Resources, be noted.

(b) That the number of scheme members auto-enrolled into the Local Government Pension Scheme from April to June 2017, and detailed in paragraph 3.4 of the report, be noted.

(c) That, subject to the addition of the following question to the questionnaire which is to be provided to Scheme members at the annual meeting in October 2017:

“If I move to a lower paid grade, will it affect my pension?”

and to the suggestion of a larger font being used in the text and clearance by the Council’s Communications Team, the contents of the questionnaire be approved.

(d) That staff in the Pensions Team be thanked for the extra work they have carried out during this busy period

(e) That the action being taken with the Pension Regulator regarding the delay in the provision of annual benefit statements to current scheme members, as detailed in paragraph 3.9.2 of the report, be noted.

35 TRIVIAL COMMUTATION- PRESENTATION BY ACTUARY (Item B2)

Jonathan Perera, Mercer Limited, gave a presentation on a proposed bulk trivial commutation exercise. He described the benefits of offering members with small pensions the option to exchange their pension income for a one-off cash payment. One of the main advantages was a likely reduction in the long term administration costs and liability/risk.

In response to a question from a Board member as to whether any other London boroughs had pursued this option, Jonathan Perera stated that there were none that he was aware of and that this was not something offered generally as part of a retirement package.

Members of the Board considered the implications of means testing, including on benefits and tax, for the recipient of lump sum and the importance of people being fully aware of those implications. Considering the potential reduction in administration costs detailed on page 5 of the presentation and noting that reduced administration costs would only happen over time, members asked officers to look at the proposal again and that if the administration costs were greater than administration savings, the matter would not proceed.

Noted.

36 DRAFT 2016/17 PENSION FUND ACCOUNTS (Item B3)

A member of the Board expressed concern that the full Pension Fund accounts had not been presented to the Board for consideration, in advance of the Audit Committee, and asked the Pensions Fund and Treasury Manager to ensure that they were submitted to the Board in full next year.

RESOLVED:

(a) That the draft Pension Fund accounts net asset position for 2016/17, detailed in Appendix 1 of the report of the Corporate Director of Resources, be noted.

(b) That the full Pension Fund accounts be submitted to the Board for consideration next year, in advance of their submission as part of the Council’s accounts for consideration and approval at the Audit Committee.

(c) That the full Pension Fund accounts be circulated to Pension Board members following the Audit Committee on 19 September 2017.

The meeting ended at 7.20 pm

CHAIR

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Report of: **Director of Human Resources**

Meeting of	Date	Agenda Item	Ward(s)
Pension Board	5 March 2018		

Delete as appropriate		Non-exempt
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SUBJECT: PENSION ADMINISTRATION PERFORMANCE

1. Synopsis

- 1.1 This report provides the Board with information on the administration activities of the Pension Administration section of the Human Resources Department. The information is in respect of the period from 1 August 2017 to 31 January 2018.
- 1.2 The report also provides information regarding the Internal Dispute Resolution Procedure, and compliments & complaints.
- 1.3 There is information provided on the number of Local Government Pension Scheme members auto-enrolled into the scheme, for each month from August 2017 to January 2018.

2. Recommendations

- 2.1 To note the performance against key performance indicators for the relevant period.
- 2.2 To note the information in respect of the Internal Dispute Resolution Procedure, and compliments & complaints.
- 2.3 To note the number of members auto-enrolled into the Local Government Pension Scheme during the relevant period.

3. Background – Statistics and key performance indicators

3.1 The membership profile at 31 July 2017 and 31 January 2018 is shown in the following table.

Category	Jul - 17	Jan - 18
Number of current active members	6,070	6,184
Number of preserved benefits	6,629	6,694
Number of Pensions in payment	5,629	5,734
Number of Spouses/dependants pensions in payment	1,023	1,047
Total	19,351	19,659

3.2. Key performance indicators from 1 August 2017 to 31 January 2018:

Process	Target days to complete	Volume	Target % Achievement	% Achieved within target days	Actual average days
Deaths	5	38	95%	97.37%	1.55
Retirement benefits	5	97	95%	94.85%	3.65
Pension estimates	10	145	95%	97.24%	9.79
Preserved benefit calculations	15	95	95%	80.00%	11.27
Transfer-in quotation	10	23	95%	83.26%	9.61
Transfer-in actual	10	14	95%	85.51%	8.43
Transfer out actual	12.5	28	95%	92.86%	2.64
Transfer out quotation	15	37	95%	89.19%	12.11
All processes	-	785	-	92.46%	-

3.3 The overall performance shows a moderate improvement on the 91.25% for the previous period to 31 July 2017.

3.4 Number of scheme members auto-enrolled into the LGPS from August 2017 to January 2018

:

Month	No. of new entrants
August 2017	20
September 2017	130
October 2017	224
November 2017	28
December 2017	38
January 2018	52
Total	492

- 3.5 Since the last meeting of the board 13 communications have been received thanking Pension Administration staff for their service.
- 3.6 There have been no complaints during the period.
- 3.7 There has been one Internal Dispute Resolution Procedure (IDRP) case, relating to a widower of a male pension recipient. The LGPS Regulations only provide pension benefits in respect of scheme membership from 6 April 1988, and the partner of the deceased is disputing the matter. A Supreme Court ruling in 2017 (case of Walker v Innospec) could result potentially in the LGPS regulations being amended and allowing membership prior to 6 April 1988 counting for partner's pension, but pending such amendment the Council is unable to accede to the partner's claim.

4. Implications

4.1 Financial Implications

- 4.1.1 The cost of administering the Local Government Pension Scheme is chargeable to the Pension Fund.

4.2 Legal Implications

- 4.2.1 There are no specific legal implications in this report.

4.3 Resident impact assessment

- 4.3.1 The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 4.3.2 In respect of this report, a Resident Impact Assessment is not being made because the contents of the report relate to processes that are strictly in accordance with the statutory Local Government Pension Scheme Regulations. The LGPS Regulations are made under the Superannuation Act 1972, and the Council has a statutory duty to comply with the LGPS Regulations.

4.4 Environmental Implications

- 4.4.1 The environmental impacts have been considered and it was identified that the proposals in this report would have no adverse impacts

5 Conclusion and reasons for recommendations

5.1 The report will be made to each meeting of the Pension Board and is provided in order to assess administration performance.

Background papers:

None,

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Report of: Director of Human Resources

Meeting of	Date	Agenda Item	Ward(s)
Pension Board	5 March 2018		

Delete as appropriate	Exempt	Non-exempt

Appendix 1 is exempt and not for publication as it contains the following category of exempt information as specified in Paragraph 3, Schedule 12A of the Local Government Act 1972, namely: Information relating to the financial or business affairs of any particular person (including the authority holding that information).

SUBJECT: PENSION Trivial Commutation Feasibility Study

1. Synopsis

- 1.1 The attached report *'Islington Council Pension Fund – Trivial Commutation Analysis- 'Exempt Appendix 1* provides the Board with the results of the feasibility study undertaken by Mercer's to determine the number of pensioner/dependant members that are potentially eligible to commute their trivial pension benefits. The information is in relation to pensioner and spouse's membership as at 31st December 2017.

2. Recommendations

- 2.1 That Members consider the Mercer feasibility study report- *Islington Council Pension Fund – Trivial Commutation Analysis- 'Exempt Appendix 1*
- 2.2 The Pension Administration team should look to undertake a bulk exercise to communicate the options to eligible members, but **initially only** to members with a small pension pot.
- 2.3 The Pension Administration team should ensure this exercise is undertaken in compliance with the Pensions Regulator guidance on Good Practice on Incentive exercises.

3. Implications

3.1 Financial Implications

3.1.1 The cost of administering the Local Government Pension Scheme is chargeable to the Pension Fund.

3.2 Legal Implications

3.2.1 There are no specific legal implications in this report.

3.3 Resident impact assessment

3.3.1 The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

3.3.2 In respect of this report, a Resident Impact Assessment is not being made because the contents of the report relate to processes that are strictly in accordance with the statutory Local Government Pension Scheme Regulations. The LGPS Regulations are made under the Superannuation Act 1972, and the Council has a statutory duty to comply with the LGPS Regulations.

3.4 Environmental Implications

3.4.1 The environmental impacts have been considered and it was identified that the proposals in this report would have no adverse impacts

4 Conclusion and reasons for recommendations

4.1 To advise Members of the potential to reduce the number of small pensions payable by the Fund and any savings that can be made from this rationalisation.

Background papers: None

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Report of: Corporate Director of Resources

Meeting of:	Date	Agenda item	Ward(s)
Pensions Board Pensions Sub-Committee	5 March 2018		

Delete as appropriate	Exempt	Non-exempt

Appendix A is exempt and not for publication as it contains the following category of exempt information as specified in Paragraph 3, Schedule 12A of the Local Government Act 1972, namely: Information relating to the financial or business affairs of any particular person (including the authority holding that information).

SUBJECT: The London CIV Update

1. Synopsis

- 1.1 This is a report informing the committee of the progress made at the London CIV in launching funds and running of portfolios over the period October 2017 to February 2018.

2. Recommendations

- 2.1 To note the progress and news to February 2018
- 2.2 To consider the LCIV governance restructure and strategy consultation document (attached as Appendix A- Exempt)
- 2.3 To agree comments to the consultation document via question and answer document (attached as Appendix A1- Exempt)

3. Background

3.1 Setting up of the London CIV Fund

Islington is one of 33 London local authorities who have become active participants in the CIV programme. The CIV has been constructed as a FCA regulated UK Authorised Contractual Scheme (ACS). The ACS is composed of two parts: the Operator and the Fund.

3.2 A limited liability company (London LGPS CIV Ltd) has been established, with each participating borough holding a nominal £1 share. The company is based in London Councils' building in Southwark Street. A branding exercise has taken place and the decision was taken to brand the company as 'London CIV.' The London CIV received its ACS authorisation in November 2015.

3.3 Launching of the CIV

It was noted that a pragmatic starting point was to analyse which Investment Managers (IM) boroughs were currently invested through, to look for commonality (i.e. more than one borough invested with the same IM in a largely similar mandate), and to discuss with boroughs and IMs which of these 'common' mandates would be most appropriate to transition to the ACS fund for launch. Each mandate would become a separate, ring-fenced, sub-fund within the overall ACS fund. Boroughs would be able to move from one sub-fund to another relatively easily, but ring-fencing would prevent cross contamination between sub-funds.

3.3.1 Further discussions have been held with managers, focussing specifically on what would be achievable for launch, taking into account timing and transition complexities. Four managers have now been identified as offering potential opportunities for the launch of the CIV. These managers would provide the CIV with 9 sub-funds, covering just over £6bn of Borough assets and providing early opportunity to 20 boroughs. The sub-funds will consist of 6 'passive' equity sub-funds covering £4.2bn of assets, 2 Active Global Equity mandates covering £1.6bn and 1 Diversified Growth (or multi-asset) Fund covering just over £300m. Those boroughs that do not have an exact match across for launch are able to invest in these sub-funds from the outset at the reduced AMC rate that the CIV has negotiated with managers.

3.4 The Phase 1 launch was with Allianz our global equity manager and Ealing and Wandsworth are the 2 other boroughs who hold a similar mandate. The benefits of transfer include a reduction in basic fees and possible tax benefits because of the vehicle used. Members agreed to transfer our Allianz portfolio in Phase 1 launch that went ahead on 2 December.

3.5 Update in January – letter from the Board

3.5.1 The London CIV was formally established two and half years ago. Since then it has secured regulatory approval, established a team of 16 staff and by the end of this year will have brought £14bn of LLAs assets under LCIVs oversight. In the current year, there will be an annualised £6m of savings to the LLAs in management fees as a result of the work of the CIV. This puts the CIV some way ahead of the other pooled funds that are currently being established.

However the wider context has changed radically since London Councils took its decision to establish the CIV. In particular, the Government has decided that pooling should be mandatory across the country and have set an ambitious timetable for this to be progressed. The London CIV was very consciously set up as a voluntary scheme with the decisions on investment lying with the individual LLA pension funds.

In order to respond to this changed context and take stock of progress, a Governance review was undertaken last year jointly by LCIV, the Joint Committee (PSJC) overseeing the work of the CIV, and the LLA Treasurers. Willis Towers Watson was commissioned to lead the review and presented their final report to the Governance Review Steering Group in December.

The Towers Watson report pointed to the need to both clarify the purpose of the CIV and establish

new governance arrangements that reflected this purpose. At present, the CIV is reporting to multiple different stakeholders in a complex way with the risk that none of them feel entirely satisfied with their ability to influence it. The report also recommended that the CIV strengthen its capacity to engage with individual LLAs.

The PSJC will consider its response to the report at its meeting on the 31st January. From discussions at the Steering Group, there is a fair degree of agreement on the changes to the governance that need to be made. As part of the discussion the PSJC will also receive a report on the alternative pooling models that have been set up so that we can compare and contrast them with the London model. LCIV have also reflected on what is the most effective approach to investment and engagement with individual LLAs going forward. Recommendations from this discussion will come to the Leaders' Committee in March. At the same meeting, the PSJC will have the updated Medium Term Financial Strategy and Budget for next year for the CIV to approve. The numbers put forward in it will be very much in line with the Strategy agreed last year.

LCIV is a start-up and has perhaps inevitably experienced some of the growing pains that go with this. Hugh Grover, who played a vital role in getting LCIV up and running has now stepped down and Mark Hyde-Harrison, a very experienced investment manager is covering the role on an interim basis. We will also be recruiting for a new Chief Investment Officer in the near future. In both cases it makes sense to complete the review work before undertaking this recruitment. The LCIV are confident that we can continue to make good progress.

London was a pioneer in establishing pooled arrangements and is consequently ahead of the rest of the country in this regard and LLA leaders played a key role in creating the LCIV. It makes sense to take stock now on how best to deliver the original vision for the CIV in the light of the wider changes that are happening on local authority pension fund management.

3.6 **Consultation on governance , investment and client communication**

3.6.1 A full consultation document was circulated to boroughs on the 9th February attached **Appendix A – Exempt** and comments are expected by 28th February. The consultation covers governance, client communication and investment strategy and an executive summary of the proposal is set out below.

3.6.2 The London CIV wishes to consult with LLAs throughout the first quarter 2018 to develop a sustainable pooling vehicle for London and is proposing the following initial Key Proposals:

- **Governance – Clearer Roles**

In line with the discussions at the December PSJC, the London CIV will;

- Host two General Meetings a year with all shareholders and disband the PSJC under the London Councils framework.
- Form a small consultative shareholder group of 12 Treasurers and Pension Chairs.
- Invite the Chair of the General Meeting onto the Board of the London CIV and a Treasurer as an observer.

- **Client – More Personalised Engagement**

- A general service level agreement with the London CIV will be agreed. This would set out how the London CIV would service and consult with LLAs.
- The London CIV would agree with each LLA individually:
 - The level of investment discretion delegated to the London CIV from three choices of Investment Mandate. This would allow the level of delegation to the London CIV to be personalised for each LLA.
 - A transition plan to agree a match of the strategic asset allocation of each LLA to the London CIV investment offering. The timing of the transition would be agreed to allow LLAs to either be early adopters or late adopters of Pooling.
- A Responsible Investment Policy framework would be proposed by the London CIV and agreed by shareholders.

-

- **Investment – Greater Benefits (50bp p.a.)**

- Develop blended investment mandates for core asset classes that have a number of managers in each fund.
- Allow LLAs the option to grant investment discretion to the London CIV to gain greater efficiencies.
- Offer Passive Trackers and a Liability Aware Fund as a low cost option.
- Existing funds continue to be managed as normal.

• **Financial – No Change in Budgets in 2018**

3.6.3 Investment options and responsibilities

Investment options	LLA Responsibilities	LCIV Responsibilities
Low Cost	<p>LLAs invest in Passives (off-ACS) Equity fund investments</p> <p>LLAs may select Liability Aware Fund themselves, or ask LCIV to assist</p> <ul style="list-style-type: none"> ○ LLAs manage the allocation between Equity and LDI, as well as the rebalancing between them 	<p>LCIV will ensure that passive funds are suitable and LDI manager is acting appropriately</p>
Basic	<p>LLAs retain responsibility for strategic and tactical asset allocation, cash management and rebalancing</p>	<p>LCIV develops Blended investment mandates in each core asset class (e.g. Equity, Fixed Income, Real Assets etc.)</p> <ul style="list-style-type: none"> • LCIV responsible for selecting and terminating underlying investment managers
Enhanced	<p>LLA determines overall Strategic Asset Allocation and defines which other delegations it is comfortable affording the LCIV in an IMA.</p>	<ul style="list-style-type: none"> • LCIV invests in the LCIV funds as in Basic option. <p>In addition the assets are managed in line with IMA. This might include for example:</p> <ul style="list-style-type: none"> • Tactical Asset Allocation (within ranges set by LLA) • Rebalancing (frequency and range to be agreed by LLA) • FX hedging • Transition management • Cash Management

3.6.4 A questions and answer document attached **Appendix A1 –Exempt** has also been provided by LCIV to receive comments by 28th February .

3.7 Members are asked to consider the consultation document and feedback their comments to the LCIV.

3.8 CIV Financial Implications- Implementation and running cost

A total of 75,000 was contributed by, each London Borough, including Islington, towards the setting up

and receiving FCA authorisation to operate between 2013 to 2015. All participating boroughs also agreed to pay £150,000 to the London CIV to subscribe for 150,000 non-voting redeemable shares of £1 each as the capital of the Company . After the legal formation of the London CIV in October 2015 , there is an agreed annual £25,000 running cost invoice for each financial year ..

The transfer of our Allianz managed equities to the CIV in December 2015 was achieved at a transfer cost of £7,241.

All sub-funds investors pay a management fee of .050% of AUM to the London CIV in addition to managers' fees.

In April 2017 a service charge of 50k (+VAT) development funding was invoiced and a balance of £25k will be raised in December once the Joint Committee has reviewed the in-year budget.

Members agreed to the 0.005% of AUM option for charging fees on the LGIM passive funds that are held outside of the CIV and agreed that (depending on the outcome of discussions) the same will be applied to BlackRock passive funds.

The Newton transition cost the council 32k.

4. Implications

4.1 Financial implications:

4.1.1 Fund management and administration fees are charged directly to the pension fund.

4.2 Legal Implications:

4.2.1 The Council, as the administering authority for the pension fund may appoint investment managers to manage and invest an equity portfolio on its behalf (Regulation 8(1) of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (as amended)).

4.2.2 The Council is able to invest fund money in a London CIV fund asset without undertaking a competitive procurement exercise because of the exemption for public contracts between entities in the public sector (regulation 12 of the Public Contracts Regulations 2015). The conditions for the application of this exemption are satisfied as the London authorities exercise control over the CIV similar to that exercised over their own departments and CIV carries out the essential part of its activities (over 80%) with the controlling London boroughs.

4.3 Environmental Implications:

4.3.1 None specific to this report

4.4 Resident Impact Assessment:

4.4.1 The Council must, in carrying out its functions, have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity in relation to disability, race and gender and the need to take steps to take account of disabilities, even where that involves treating the disabled more favourably than others (section 49A Disability Discrimination Act 1995; section 71 Race Relations Act 1976; section 76A Sex Discrimination Act 1975.)

An equalities impact assessment has not been conducted because this report is updating members on the implementation of a fund structure by external managers. There are therefore no specific equality implications arising from this report.

5. Conclusion and reasons for recommendations

5.1 The Council is a shareholder of the London CIV and has agreed in principle to pool assets when it is in line with its Fund strategy and will be beneficial to fund members and council tax payers. This is a report to allow Members to review progress at the London CIV and consider the current proposal on changes to governance structure, client communication and investment strategy.

Background papers:

Final report clearance:

Signed by:

	Corporate Director of Resources	Date
Received by:		

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