Public Service Governance and Administration Survey 2022/23

Introduction

Thank you for taking the time to complete this survey.

Please answer the questions in relation to the following scheme:

LGPS - GWYNEDD

Within the survey all references to 'the scheme' refer to the above. Where the scheme is locally administered, we mean the sub-scheme or fund administered by the local scheme manager.

Your responses will be kept anonymous unless you consent otherwise at the end of the survey. Linking your scheme name to your answers will help inform The Pensions Regulator's (TPR's) engagement with you in the future.

If you would like to print out a hard copy of this questionnaire to help you when collecting information from colleagues, please click here*. Please note, however, that we need you to complete the questionnaire through this online survey and not by filling in a hard copy.

This survey should be completed by the scheme manager or by another party on behalf of the scheme manager. They should work with the pension board chair to complete it, and other parties (e.g. the administrator) where appropriate.

There is a space at the end of the survey to add comments about your answers where you feel this would be useful. There is also an option to print/save your responses before submitting them.

** In some internet browsers you may need to right click on the link and select 'open in new tab/window' to download the file*

Please click the arrow below to continue to the questionnaire.

Public Service Governance and Administration Survey 2022/23

Section A - Governance

The first set of questions is about how your pension board works in practice.

A1 Focusing on the scheme's pension board meetings in the last 12 months, please tell us the following:

Please include any board meetings that were held remotely (e.g. via teleconference or online meeting software)

Please write in the number for each of a-c in the boxes below

a) Number of board meetings that were scheduled to take place (in the last 12 months)

4

b) Number of board meetings that actually took place (in the last 12 months)

4

c) Number of board meetings that were attended by the scheme manager or their representative (in the last 12 months)

4

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

A2 Thinking about the 4 pension board meetings that took place, was this more, the same or less than in the previous 12 month period?

- ○ More
- ◉ Same
- ○ Less
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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A3 Do the scheme manager and pension board have sufficient time to run the scheme properly?

- ○ Yes
- ◉ No
- ○ Don't know

A4 Do the scheme manager and pension board have sufficient resources to run the scheme properly?

By resources we mean staffing, IT/systems and available budget

- ○ Yes
- ◉ No
- ○ Don't know

A5 Do the scheme manager and pension board have access to all the knowledge, understanding and skills necessary to properly run the scheme?

- ◉ Yes
- ○ No
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

A6 How often does the scheme manager or pension board carry out an evaluation of the knowledge, understanding and skills of the board as a whole in relation to running the scheme?

- ○ At least monthly
- ◉ At least quarterly
- ○ At least every six months
- ○ At least annually
- ○ Less frequently
- ○ Never
- ○ Don't know

A7 On average, how many hours of training per year does each pension board member have in relation to their role on the pension board?

Please write in the number in the box below

20 hours per year

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

A8 Does the pension board believe that in the last 12 months it has had access to all the information about the operation of the scheme it has needed to fulfil its functions?

- ◉ Yes

○ No
○ Don't know

A9 Does the scheme have a succession plan in place for the members of the pension board?

By this we mean a plan or process for how you will find, appoint and train suitable new members of the pension board to replace any existing board members who leave or retire.

◉ Yes
○ No
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Section B - Managing Risks

The next set of questions is about managing risks.

B1 Does your scheme have any of the following?

Please select one answer per row

	Yes	No	Don't know
a) Its own documented procedures for assessing and managing risk *(please select 'No' if your scheme relies on your local authority's documented procedures for assessing and managing risk)*	○	◉	○
b) Its own risk register *(please select 'No' if your scheme relies on your local authority's risk register)*	◉	○	○
c) A documented policy to manage the pension board members' conflicts of interest	○	◉	○
d) Processes to monitor records for all membership types on an ongoing basis to ensure they are accurate and complete	◉	○	○
e) A process for monitoring the payment of contributions	◉	○	○
f) A process for resolving contribution payment issues	◉	○	○
g) Procedures to identify breaches of the law	◉	○	○
h) Procedures to assess breaches of the law and report these to TPR if required	◉	○	○
i) A process for dealing with remediation *(by 'remediation' we mean the actions required to remedy the age discrimination in the 2015 schemes. This is also often referred to as either 'McCloud' or 'Sergeant')*	◉	○	○
j) A process to monitor resourcing levels and address any issues	◉	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

B2 When were these last reviewed by the scheme manager or pension board?

Please select one answer per row

	In the last 12 months	More than 12 months ago but less than 3 years ago	More than 3 years ago	Never been reviewed	Don't know
b) The scheme's own risk register	◉	○	○	○	○
d) The processes to monitor records for all membership types on an ongoing basis to ensure they are accurate and complete	◉	○	○	○	○
e) The process for monitoring the payment of contributions	◉	○	○	○	○
f) The process for resolving contribution payment issues	◉	○	○	○	○
g) The procedures to identify breaches of the law	◉	○	○	○	○
h) The procedures to assess breaches of the law and report these to TPR if required	◉	○	○	○	○
i) The process for dealing with remediation	◉	○	○	○	○
j) The process to monitor resourcing levels and address any issues	◉	○	○	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

B3 In the last 12 months, how many of the 4 pension board meetings reviewed the scheme's exposure to new and existing risks?

Please write in the number in the box below

4

○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

The Pensions Regulator

B4 To what do the top <u>three</u> governance and administration risks on your risk register relate?

Please select up to three options below

- ☐ Securing compliance with changes in scheme regulations
- ☐ Ensuring the scheme is compliant with the pensions dashboards requirements
- ☑ Lack of resources/time
- ☐ Recruitment and retention of staff or knowledge
- ☐ Remediation (i.e. the actions required to remedy the age discrimination in the 2015 schemes; also referred to as 'McCloud' or 'Sergeant')
- ☐ Other ongoing court cases
- ☑ Record-keeping (i.e. the receipt and management of correct data)
- ☐ Production of annual benefit statements
- ☑ Systems failures (IT, payroll, administration systems, etc.)

- [ ] Cyber risk (i.e. the risk of loss, disruption or damage to a scheme or its members as a result of the failure of its IT systems and processes)
- [ ] Administrator issues (expense, performance, etc.)
- [ ] Guaranteed Minimum Pension (GMP) reconciliation
- [ ] Scheme funding or investment
- [ ] Other (please specify)
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.



B5 Which, if any, of the following actions have you taken in relation to the remediation proposals?

By 'remediation' we mean the actions required to remedy the age discrimination in the 2015 schemes. This is also often referred to as either 'McCloud' or 'Sergeant'.

Please select all that apply

- [x] Assessed the possible administration impacts
- [x] Assessed the data requirements
- [x] Commenced a specific data cleansing or data gathering exercise
- [ ] Carried out immediate detriment calculations
- [x] Assessed any additional resources likely to be required
- [x] Discussed system requirements with IT suppliers
- [x] Recruited or made plans to recruit additional staff
- [x] Secured budget for additional requirements
- [ ] Engaged with your Scheme Advisory Board or relevant authority
- [ ] Provided specific information to members
- [ ] Established a dedicated project team
- [ ] Taken other actions (please specify)
- ○ None of these
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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Section C - Administration and Record-Keeping Processes

The next set of questions is about administration and record-keeping.

C1 Does the scheme have an administration strategy?

By this we mean policies and procedures that set out the responsibilities of the scheme and its employer(s).

- ◉ Yes
- ○ No
- ○ Don't know

C2 Which of the following best describes the scheme's administration services?

- ◉ Delivered in house
- ○ Undertaken by another public body (e.g. a county council) under a shared service agreement or outsource contract

- ○ Outsourced to a commercial third party
- ○ Other
- ○ Don't know

C3 In the last 12 months, how many of the 4 pension board meetings had administration as a dedicated item on the agenda?

Please write in the number in the box below

4

- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.



C4 Does the scheme's administrator have a formal data management plan or policy?

A data management plan or policy formally records the scheme's approach to managing and improving its pension scheme data

- ○ Yes
- ◉ No
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C7 Is your scheme single employer or multi-employer?

- ○ Single employer scheme (i.e. used by just one employer)
- ◉ Multi-employer scheme (i.e. used by several different employers)

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C10 In the last 12 months, what proportion of your scheme's employers have...

Please write in the percentage (from 0% to 100%) in each box. If you don't know exactly, please give approximate percentages.

a) Always provided you with accurate and complete data?

90 %

- ○ Don't know

b) Always submitted the data required each month to you on time?

90 %

○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C11 And in the last 12 months, what proportion of your scheme's employers have...

Please write in the percentage (from 0% to 100%) in each box. If you don't know exactly, please give approximate percentages. The percentages in the three boxes should add up to 100%.

a) Submitted all data to you electronically?

100 %

b) Submitted some but not all data to you electronically?

0 %

c) Not submitted any data to you electronically?

0 %

○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C12 Do you automatically test the data received from employers (i.e. automatic validation)?

For example, checking that there are no duplicate National Insurance numbers or that postcodes are in a valid format

◉ Yes
○ No
○ Don't know

C13 Do you provide information or training to employers on the data they need to provide?

◉ Yes
○ No
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C14 In the last 2 years, would you say that the budget you've spent on managing or improving the scheme's data has increased, stayed the same or decreased?

In this context we're referring to data about scheme members such as personal identifiers (e.g. name, national insurance number), contribution records, etc.

○ Increased
◉ Stayed the same
○ Decreased
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C16 In the next 2 years, do you expect your budget for managing or improving data to...?

- (●) Increase
- ( ) Stay the same
- ( ) Decrease
- ( ) Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C17 In the last 2 years, would you say that the investment you've made in administration technology or automation has increased, stayed the same or decreased?

- (●) Increased
- ( ) Stayed the same
- ( ) Decreased
- ( ) Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

C18 What were the reasons for this increased investment in administration technology or automation?

Please select all that apply

- [ ] Increased focus or scrutiny by TPR
- [x] To prepare for the pensions dashboards
- [x] To prepare for remediation
- [x] To reduce errors and complaints
- [x] To drive efficiencies and cost savings
- [x] To deliver improved services to members (e.g. online portals)
- [ ] To implement digital identity or biometric checks
- [ ] Other reason (please specify)
- ( ) Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

C19 In the next 2 years, do you expect your budget for administration technology or automation to...?

- (●) Increase
- ( ) Stay the same
- ( ) Decrease
- ( ) Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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C20 You mentioned that you have increased your spend on administration technology or automation in the last 2 years. Has this resulted in any of the following benefits?

Please select all that apply

- [x] Reduced errors or complaints
- [x] Efficiencies and cost savings
- [x] Improved services to members
- [x] Greater member engagement
- [ ] Other benefits (please specify below)
- ○ None of these
- ○ Don't know

Please write in your 'Other benefits' response in the box below (if applicable)

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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Section D - Annual Benefit Statements

The next set of questions is about members' annual benefit statements.

D1A In 2022, in which of the following ways were your active members sent their annual benefit statements?

Please select all that apply

- [x] Via a digital online portal, with notification by email
- [ ] Via a digital online portal, with notification by letter
- [ ] Via a digital online portal, with no notification
- [x] By post
- [ ] Other way(s) (please specify)
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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D1B In 2022, what proportion of your active members were sent their annual benefit statements in each of these ways?

Please write in the percentage (from 0% to 100%) in each box. If you don't know exactly, please give approximate percentages.

Via a digital online portal, with notification by email

95 %

By post

5 %

○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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D2 In 2022, what proportion of active members received their annual benefit statements by the statutory deadline?

Please write in the percentage in the box below. If you don't know exactly, please give an approximate percentage.

100 %

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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D5 What proportion of all the annual benefit statements the scheme sent out in 2022 contained all the data required by regulations?

Please write in the percentage in the box below. If you don't know exactly, please give an approximate percentage.

100 %

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

D6 Looking forwards, how confident are you that all active members will receive their annual benefit statements by the statutory deadline in 2023?

◉ Very confident
○ Fairly confident
○ Not particularly confident
○ Not at all confident
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

Section E - Reporting Breaches

The next set of questions is about the scheme's approach to dealing with any breaches of the law.

E1 Do you maintain documented records of any breaches of the law identified?

◉ Yes
○ No
○ Don't know

E2 Do these records include the decision taken on whether or not to report the breach of the law to TPR?

◉ Yes
○ No
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

E3 Does the pension board receive reports on any breaches of the law identified?

- (●) Always
- ( ) Sometimes
- ( ) Never
- ( ) Don't know

E4 In the last 12 months, have you identified any breaches of the law that were not related to annual benefit statements?

- ( ) Yes
- (●) No
- ( ) Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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Section F - Improvements to Governance and Administration

The next set of questions is about your progress in addressing governance and administration issues.

F1 What do you believe are the top three factors behind any improvements made to the scheme's governance and administration in the last 12 months?

Please select up to three options below

Improved understanding of underlying legislation and standards expected by TPR	☑
Improved engagement by TPR	☐
Improved understanding of the risks facing the scheme	☑
Resources increased or redeployed to address risks	☑
Administrator action (please specify)	
Scheme manager action (please specify)	
Pension board action (please specify)	
Other (please specify)	
No improvements made to governance/administration in the last 12 months	☐
Don't know	☐

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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F2 What are the main three barriers to improving the governance and administration of your scheme over the next 12 months?

Please select up to three options below

- ☐ Lack of resources or time
- ☑ Complexity of the scheme
- ☑ The volume of changes that are required to comply with legislation

- [ ] Recruitment, training and retention of staff and knowledge
- [ ] Lack of knowledge, effectiveness or leadership among key personnel
- [ ] Poor communications between key personnel (board, scheme manager, administrator, etc.)
- [x] Employer compliance
- [ ] Issues with systems (IT, payroll, administration systems, etc.)
- [ ] The remediation process (also referred to as 'McCloud' or 'Sergeant')
- [ ] The pensions dashboards requirements
- [ ] Other (please specify)
- ○ There are no barriers
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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Section G - Pensions Dashboards

Government has been working on legislation to enable the development of pensions dashboards. Pensions dashboards are digital interfaces such as websites or apps which will enable a person to see all their pensions in one place.

G1 The Pension Schemes Act 2021 contains provisions to require trustees and scheme managers to provide data to savers through pensions dashboards. Before today, were you aware of this change to pensions law?

- ◉ Yes – aware of this change to pensions law
- ○ No – heard of pension dashboards but not aware of this change to pensions law
- ○ No – hadn't heard of pensions dashboards before this survey
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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G2 As far as you know, has the scheme manager or a member of the pension board done any of the following?

Please select all that apply

- [x] Attended or viewed a TPR pensions dashboards webinar
- [x] Listened to a TPR pensions dashboards podcast
- [x] Read TPR's guidance on pensions dashboards
- [ ] Engaged with any other material put out by TPR regarding pensions dashboards (please specify)
- ○ None of these
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

G3 How useful did the scheme manager and/or pension board find TPR's guidance on pensions dashboards?

- ○ Very useful
- ◉ Fairly useful
- ○ Not particularly useful
- ○ Not at all useful

○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

Section H - Climate Change

The next set of questions is about climate change.

H1 Firstly, has your scheme allocated time or resources to assessing any financial risks and opportunities associated with climate change?

◉ Yes
○ No
○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

H2 Which of the following processes do you use to manage climate-related risks and opportunities?

Please select one answer per row

	Yes	No	Don't know
a) Include climate-related issues as a regular agenda item at pension board meetings	◉	○	○
b) Assign responsibility for climate-related issues to a specified individual or sub-committee	○	◉	○
c) Include, monitor and review targets in the scheme's climate policy	◉	○	○
d) Add climate-related risks to your risk register	◉	○	○
e) Include climate related topics in your pension board training plan	◉	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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H3 Have you taken any of the following actions on stewardship in order to help with your management of climate risks?

By stewardship we mean the responsible allocation, management and oversight of capital to create long-term value for pension scheme members.

Please select one answer per row

	Yes	No	Don't know
a) Talked to advisers and asset managers about how climate-related risks and opportunities are built into their engagement and voting policies	◉	○	○

b) When appointing new asset managers, asked the prospective manager how they include climate factors in engagement and voting behaviour	◉	○	○
c) When outsourcing activities, set out in legal documents your expectations on climate stewardship and approaches (e.g. in the Investment Management Agreement or in side letters to pooled fund documentation)	◉	○	○
d) Joined collaborative engagement efforts on climate change	◉	○	○
e) Signed the UK Stewardship Code	◉	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

The Pensions Regulator

Section I - TPR Codes of Practice and Guidance

The next set of questions is about TPR's Codes of Practice and guidance.

I1 Before this survey, were you aware that TPR produces...?

	Yes	No	Don't know
a) Codes of Practice (a Code of Practice is not a statement of law, but sets out the standards of conduct and practice that TPR expects)	◉	○	○
b) Guidance (guidance refers to material published by TPR intended to help explain particular matters or provide examples of good practice)	◉	○	○
c) The Public Service Toolkit (the Public Service Toolkit is a free online learning programme for pension board members, and others, to improve their knowledge of their role)	◉	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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The Pensions Regulator

I2 When did you last use or consult any of...?

	In last 3 months	4-6 months ago	7-12 months ago	Over 12 months ago	Never	Don't know
a) TPR's Codes of Practice	◉	○	○	○	○	○
b) TPR's guidance	◉	○	○	○	○	○
c) TPR's Public Service Toolkit	○	◉	○	○	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

I3 Which of the following Codes of Practice have you ever used or consulted?

Please select all that apply

- [x] Governance and administration of public service pension schemes (Code 14)
- [ ] Any other TPR Codes of Practice
- ○ None of these
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

I4 Most of TPR's Codes of Practice will soon be replaced by a new 'Single Code'. Before this survey, were you aware of the introduction of a Single Code of Practice?

- ◉ Yes
- ○ No
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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I5 Based on what you know about it, to what extent do you agree or disagree that the Single Code of Practice will...?

Please select one answer per row

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Don't know
a) Improve how this scheme is governed	○	◉	○	○	○	○
b) Increase the work required by this scheme to meet TPR's expectations	○	○	◉	○	○	○
c) Make it easier to understand TPR's expectations	○	◉	○	○	○	○

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

Section J - TPR Enforcement Policy

The next questions are about TPR's scheme management enforcement policy.

J1 Before this survey, were you aware that last year TPR published a new-look enforcement policy that includes a number of changes?

- ○ Yes
- ◉ No
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

Public Service Governance and Administration Survey 2022/23

Public Service Governance and Administration Survey 2022/23

Section K - Equality, Diversity & Inclusion

The final set of questions is about pension board equality, diversity and inclusion.

K1 Diversity data refers to characteristics such as age, gender, ethnicity, religion, etc. Does the scheme formally obtain and record any diversity data in relation to the members of the pension board?

This question is about the pension board not the scheme's members. Please only answer yes if you record diversity data about the members of the pension board.

- ○ Yes
- ◉ No
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

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Public Service Governance and Administration Survey 2022/23

Public Service Governance and Administration Survey 2022/23

K4 Why does the scheme not capture diversity data in relation to the pension board?

Please select all that apply

- ☐ Concerns about data protection legislation
- ☑ No interest in collecting this data
- ☑ No need to collect this data
- ☐ Haven't thought about collecting this data
- ☐ We consider/assess the diversity of the pension board but don't formally record it
- ☐ Other reason (please specify)
- ○ None of these
- ○ Don't know

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

Public Service Governance and Administration Survey 2022/23

Section L - Attribution

Thank you for completing this survey. Your responses will help TPR understand how schemes are progressing and any issues they may

face, which will inform further policy and product developments. Before you submit your answers, there are just a few more questions about your survey responses.

L1 Which of the following best describes your role within the pension scheme?

- ○ Scheme manager*
- ○ Representative of the scheme manager
- ◉ Pension board chair
- ○ Pension board member
- ○ Administrator
- ○ Other (please specify)

** In this survey 'Scheme manager' refers to the definition within the Public Service Pensions Act, e.g. the Local Authority, Fire and Rescue Authority, Police Pensions Authority, Secretary of State/Minister or Ministerial department*

L2 What other parties did you consult with to complete this survey?

Please select all that apply

- ☑ Scheme manager
- ☐ Representative of the scheme manager
- ☐ Pension board chair
- ☑ Pension board member
- ☑ Administrator
- ☐ Other
- ○ Did not consult with any other parties

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

L3 To inform TPR's engagement going forward, they would like to build an individual profile of your scheme by linking your scheme name to your survey answers. This will only be used for internal purposes by TPR and your scheme name would not be revealed in any published report.

Are you happy for your responses to be linked to your scheme name and supplied to TPR for this purpose?

- ◉ Yes, I am happy for my responses to be linked to my scheme name and supplied to TPR for this purpose
- ○ No, I would like my responses to remain anonymous

L4 And would you be happy for the responses you have given to be linked to your scheme name and shared with the relevant scheme advisory board? This is to help inform the advisory boards of areas for improvement and to further their engagement with pension boards.

- ◉ Yes, I am happy for my responses to be linked to my scheme name and shared with the relevant advisory board
- ○ No, I would like my responses to remain anonymous

L5 TPR may conduct some follow up research on this topic to improve their advice and engagement with schemes such as yours. Would you be willing for us to pass on your name, contact details and relevant survey responses to them so that they, or a different research agency on their behalf, could invite you to take part?

You may not be contacted and, if you are, there is no obligation to take part. Your contact details will be stored for a maximum duration of 12 months, before being securely destroyed.

- ○ Yes, I am happy to be contacted for follow-up research
- ◉ No, I would prefer not to be contacted for follow-up research

Please complete all questions on this page before clicking the right hand arrow below to continue to the next question.

L6 Please record your name below. This is just for quality control purposes and will not be passed on to TPR (unless you have agreed that they can contact you for follow-up research).

Hywel Eifion Jones (Pension Board Chair)

L7 Finally, please use the box below if you have any other comments or would like to clarify/explain any of the answers you have given.

If you would like to print and/or save a copy of your responses then please click the 'print' button below. This will open a new browser window (you may need to allow pop-ups from this site for it to open). You can then print this or choose to save it as a pdf document. Please do this before clicking the submit button.

IMPORTANT: Please click the 'tick' button below to submit your survey.

Once you have submitted your survey you will not be able to go back and change any of your answers or print/save a copy of your responses.