HPPA’s 4 Asks

1. Implement the Work and Pensions Select Committee Recommendations

Instruct The Pensions Regulator (TPR) to conduct the research to determine the scale and impact of the Pre-97 pension problem. This should include identifying the number of affected pensioners, assessing the financial consequences of zero discretionary increases, and evaluating the capacity of pension schemes to address these issues. The findings should be publicly reported within 12 months, ensuring transparency and enabling evidence-based policymaking. This initiative aligns with TPR's statutory objectives to protect members' benefits and promote good governance, addressing critical gaps in fairness for Pre-97 pensioners.

2. Use the Power of Pensions Act 2021

Mandate that companies and Trustees, under the governance provisions of the Pension Act 2021, collaborate to develop strategies and policies that address discretionary pension increases for Pre-97 pensioners. These policies should align with pensioners’ reasonable expectations, such as inflation-based benchmarks, while ensuring long-term scheme affordability. Require transparent annual reporting on how increases are determined, with oversight from The Pensions Regulator, to ensure fairness and accountability. This initiative reflects companies’ ethical and social responsibility to support pensioners, particularly in schemes with a history of zero increases.

3. Implement a Code of Ethical Practice

Implement a mandatory Code of Ethical Practice for pension schemes with Pre-97 members, aligned to Pensions Act 2021. This Code should outline principles of transparency, fairness, and accountability in managing discretionary pension increases. It should be accompanied by TPR ensuring adherence to the Code and be used in government procurement decisions. Schemes should be required to publicly report on their compliance and actions taken to secure the financial stability of Pre-97 pensioners.

4. Use the Government’s Purchasing Power

Ensure the ethical treatment of UK Pre-97 pensioners is included in ethical procurement decisions made by government when considering companies bidding for public contracts. This should include transparent reporting on pension increases including Pre-97, as well as commitments to ensure long-term pension value for pensioners. Ensure independent oversight and regular reporting to relevant government bodies to guarantee accountability and compliance.

In short, we call on the Government to end the pattern of zero discretionary increases now.
We call for pension justice!