



Kenneth Gibson, MSP  
Convener  
Finance and Public Administration Committee  
The Scottish Parliament

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Dear Kenneth Gibson MSP,

I wrote to you on 17 February 2026, setting out a response to most of the matters you raised in your letter of 17 December 2025, and committed to write to you closer to attending Committee on 17 March to provide the latest position on McCloud Remedy delivery.

I am also taking the opportunity to share some initial analysis we have conducted on retired member choices in the police scheme.

### **Delivery progress – active and deferred members**

We have made reasonable progress delivering Remediable Service Statements (RSS) to active scheme members, setting out the impact of Remedy on the pension benefits they have accrued to date. We issue these RSS annually alongside the annual benefit statements we are required to send all active members. Please find further details, including a full breakdown of our progress as of 3 March 2026, in Annex A to this letter.

We have not yet issued any RSS to deferred members – those who have left the pension schemes but have not yet retired. We are working on processes for this but have prioritised developing RSS for active members due to the larger numbers involved. We have a plan in place to address this in the third quarter of the year as part of our programme of work around meeting requirements for the UK Pensions Dashboard.

### **Delivery progress – retired members (immediate choice)**

At Committee in December, I said the SPPA expects to complete delivery of the bulk of immediate choice casework for those members who have already retired for:

- police by the end of the first half of 2026;
- firefighters and teachers by the end of 2026; and
- NHS to have the majority completed by the end of 2026 but extending into 2027 because of the larger numbers involved.

We remain on track to meet these timelines for completion. More detail on our progress, as at the 3 March 2026, is set out below and is reflected in the table in Annex A.

## Police

In December, I reported we had completed 85% of the immediate choice casework for the police scheme. As at the 3 March, we were at 89% and we remain on track to complete 99% by this summer.

I have provided a detailed breakdown of the remaining police cohorts, and the anticipated timeframe for completion of each, at Annex B. The timeline for that delivery largely depends on the SPPA receiving information from third party providers, such as information on pension transfers or medical reassessments in respect of some retired officers. I understand the timeframe here to be broadly equivalent to those for the police schemes in England and Wales.

## Firefighters

I advised at Committee on 2 December 2025 that we expected to start issuing firefighters' RSS before the end of 2025 and we issued 200 RSS before the end of the year.

As at the 3 March, we had issued 25% of the total immediate choice RSS. We are still on track to complete this work by the end of 2026.

## Teachers

At Committee, I had noted significant work was needed for both the teachers' and NHS schemes to ensure we had the correct data to process Remedy calculations, and that we were targeting 25% completion of teachers' RSS by the end of 2025.

We are continuing work to correct a number of data inconsistencies within historic teachers' retirement records, which result in errors when we attempt to run the immediate choice calculations. We have also identified that there are around 800 fewer teachers eligible for Remedy than previously forecast due to a mis-categorisation of employment status.

We have, therefore, revised down the number of the overall cohort and at the 3 March we had issued RSS to 17% of retired teachers.

We are preparing to issue RSS to a further cohort of teachers in the next quarter and will continue to track our plans closely and report progress throughout the rest of 2026.

## NHS

At Committee I noted we were targeting 40% RSS completion by the end of March. As at 3 March, we had completed 26% and will continue to track and report against our plans throughout 2026 and into 2027.

## **Initial analysis of impact of Remedy choices on members' benefits**

One of the questions the Committee asked of me was the extent to which members benefit from McCloud Remedy. Since December, we have been able to carry out some initial analysis of retired member choices in the police scheme. Of those who have been offered their Remedy choice to date, 73% chose not to change their current entitlement. This suggests they were already on the scheme most beneficial to them. For the 26% who have chosen to change their entitlement, the average increase to their regular pension payment was around £178 per month, which is around 9% of the average police pension scheme salary of £20,205. One percent of members chose to decrease their regular pension payment in favour of a larger lump sum or injury benefit.

The impact mostly depends on the individual's retirement date. Those who retired closest to 2015 will be due less than those who retired after 2019 because these individuals benefit from more Remedy years where the adjustment is applied. Similarly, because of the nature of final salary schemes compared with career average schemes, individuals who were promoted to better paying roles in or after the 2015-19 Remedy period are the members who gain most from the McCloud Remedy.

There are similarities between the firefighters' scheme and the police scheme, so we expect Remedy for retired firefighters to follow a similar pattern. For the NHS and teachers' schemes, the difference in structure between the final salary scheme and career average schemes is not as significant, so we would expect a smaller group of members to elect to take reformed scheme benefits, and the percentage benefit to their pension when they do to be smaller. However, a full understanding of impacts will only be possible upon the completion of the exercise.

## **Conclusion**

We recognise transparency must accompany delivery if confidence in the Agency is to be restored and will continue to report openly on progress.

I hope this information is helpful for the Committee in advance of the meeting on 17 March 2026. I look forward to the opportunity to respond to any further questions during the session.

Yours sincerely

Stephen Pathirana  
Chief Executive

## Annex A

### Delivery Progress to 3 March 2024 by Scheme

Scheme	Active		Retired	
	No.	%	No.	%
NHS	58,593	86.7%	9,924	26.2%
Teachers	28,402	86.5%	3,477	17.0%
Police	7,485	97.8%	4,787	89.0%
Firefighters	1,903	86.6%	465	25.3%
TOTALS	96,383		18,653	
COMBINED TOTAL	115,036			

# Annex B

## Police Immediate Choice Delivery Plans

