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| Agenda Item | 3 |
| Report No | PC/12/25 |

HIGHLAND COUNCIL

Committee: Pensions Committee

Date: 5 December 2025

Report Title: Audited Accounts 2024-25

Report By: Chief Officer Corporate Finance

1. Purpose/Executive Summary

1.1 To present the audited accounts of The Highland Council Pension Fund (“HPF”) for financial year 2024/25.

2. Recommendations

2.1 Members are asked to:

- i. Approve the audited accounts for signature;
- ii. Agree that the letter of representation be signed by the Chief Officer Corporate Finance (Section 95 Officer);
- iii. Consider and note the report to those charged with governance on the 2024/25 accounts; and
- iv. Scrutinise and note the annual audit report.

3. Implications

3.1 **Resource** – The audited annual accounts documents provide details of the overall financial position for HPF as at 31 March 2025. There have been no changes from the unaudited annual accounts presented in June.

3.2 **Legal** – HPF is required to complete and publish an externally audited set of accounts each financial year. This report and the corresponding audit report fulfil HPF’s obligations in this regard.

3.3 **Risk** – none, this report and accompanying external audit report conclude HPF’s obligations regarding Annual Accounts for the year.

3.4 **Health and Safety** (risks arising from changes to plant, equipment, process, or people): There are no implications arising as a direct result of this report.

3.5 **Gaelic** – none

4. Impacts

4.1 In Highland, all policies, strategies or service changes are subject to an integrated screening for impact for Equalities, Poverty and Human Rights, Children’s Rights and Wellbeing, Climate Change, Islands and Mainland Rural Communities, and Data Protection. Where identified as required, a full impact assessment will be undertaken.

4.2 Considering impacts is a core part of the decision-making process and needs to inform the decision-making process. When taking any decision, Members must give due regard to the findings of any assessment.

4.3 This is a monitoring and update report and therefore an impact assessment is not required.

5. Annual Accounts

5.1 The final full audited Annual Accounts document for 2024/25 will be available from the link below on the Council website in advance of the Pensions Committee meeting. This link may not be live at the point agenda and papers are issued, but will be as soon as possible thereafter, and Committee members will be notified.

[https://www.highland.gov.uk/downloads/file/4087/2024-2025-pension-fund-annual-report-and-annual-accounts-audited.](https://www.highland.gov.uk/downloads/file/4087/2024-2025-pension-fund-annual-report-and-annual-accounts-audited)

6. Effect of Audit Changes

6.1 There have been no audit changes to the Accounts which materially affect the net increase in the net assets available for benefits during the year or the closing net assets.

6.2 Any changes from the previously presented unaudited accounts have been largely presentational in nature with no impact to HPF’s overall financial position or the level of resources available and as such are not included within the Audit Report.

Other updates within notes have expanded upon previous disclosures or updated figures or wording based on audit findings, with no impact to HPF’s main financial statements.

6.3 There were no unadjusted errors noted during audit testing.

6.4 The completion of the audited accounts for 2024/25 represents a significant milestone in relation to HPF’s core financial governance and reporting requirements, and is of particular significance given this year being the first to conclude using the new Corporate Financial System as well as using a new Payroll system from February 2025.

7. Auditor Recommendations

- 7.1 There is one audit recommendations arising from the audit of the 2024/25 Annual Report and Financial Statements in regard to the training needs self-assessment. The auditor recommendation has been accepted and the action is to be completed by 30 June 2026.
- 7.2 All recommendations from the prior year (2023/24) have been actioned and are now complete.

Designation: Chief Officer, Corporate Finance

Date: 26 November 2025

Author: Catriona Stachan, Pension Fund Manager
Lara Harrison, Principal Accountant