

SOUTH YORKSHIRE PENSIONS AUTHORITY

14 JUNE 2012

Report of the Clerk and Treasurer

MEMBER DEVELOPMENT

1. Purpose of the Report

To emphasise the importance of maintaining comprehensive and up to date learning and development programmes for all members of the Authority.

2. Recommendations

Members are asked to:

2.1 Approve the draft Learning and Development Strategy and request updates at future meetings.

2.2 Discuss the draft annual training plan and approve further development prior to implementation.

2.3 Nominate and appoint a Lead Member for Learning and Development.

2.4 Commit to a round of personal development reviews to be arranged with individual Members.

CONTENTS

Main Report

Appendix A Draft Member Learning and Development Strategy

Appendix B Draft Annual Training Plan

Appendix C Lead Member Role Profile

Appendix D Training Needs Analysis Questionnaire

3. Background Information

- 3.1 Previous reports to the Authority have identified the need for an effective training and development programme for Pensions Authority Members.
- 3.2 Continuous training and development is essential for every member of a public authority, and the introduction of more demanding governance requirements over the last 10 years has formalised the requirements. For Pensions Authorities, the need is accentuated because it is a very specialised area of local authority business, and involves responsibility for substantial levels of funds.
- 3.3 Shortfalls in member capacity and development are likely to attract adverse reports from external auditors and the Government under the new requirements.

4. Aims of a member development programme

- 4.1 Learning and development is a continuous process:-

- Induction training

New members of the Authority require initial training on the role of the Authority; how it is organised; the basics of the Local Government Pensions Scheme; and the mechanics of how the Fund manages its investments.

- Investment principles

All members need to undergo more specialised training on the principles of investment management, to satisfy the advisory requirements set by Myners etc. The Authority has normally used the Local Government Pensions Committee Scheme (details attached – Annex A).

- Specialised training

The investment world is continually developing, and members need to be aware of current thinking on issues such as performance monitoring, benchmarking, asset and liability modelling and specialised areas such as private equity, socially responsible investing, and hedge funds. This training can be achieved through attendance of individual members on courses or seminars, or the provision of in-house seminars.

- General update

Keeping all members up to date with what is happening on the LGPS, how the South Yorkshire Fund is performing, changes in legislation or regulations, and all the other developments in the Pensions and Investment world, can be covered by briefings, bulletins, Authority reports, circulation of journals and digests etc.

4.2 Training needs

Individual members' needs will vary according to their previous experience and the length of time that they have been a member of the Authority. A feature of the Authority's programme therefore is a personalised Training Need Analysis based on which a plan can be prepared for each member individually.

5. Current situation

- 5.1 The position is that some basic induction training needs to be completed for the most recently appointed members, and some existing Members need to complete the LGPS Fundamentals units.
- 5.2 Steps need to be taken also to complete Individual Training Needs Analysis for all members, so that where necessary, specialised training can be arranged.
- 5.3 Based on the completion of this work, the Authority will be in a more informed position to take a view on the level of attendance at external seminars and conference, the provision of in-house seminars, and the circulation of briefing and information material.
- 5.4 There is already a budget provision for training costs, which will meet most if not all of the costs. The ongoing information work is undertaken largely by staff of the Authority and the Joint Secretariat.

Background papers used in the preparation of this report are available for inspection at the South Yorkshire Joint Secretariat, Barnsley.

Other sources and references: None.

Report Author:	Name:	Rhona Bywater, SYJS Principal Policy and External Relations Officer
	e-mail:	rbywater@syjs.gov.uk
	Tel no:	01226 772851