



SOUTH YORKSHIRE  
PENSIONS AUTHORITY

<b>Subject</b>	<b>Member Learning and Development Strategy</b>	<b>Status</b>	For Publication
<b>Report to</b>	Authority	<b>Date</b>	13 <sup>th</sup> June 2019
<b>Report of</b>	Deputy Clerk		
<b>Equality Impact Assessment</b>	Not Required	Attached	No
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**1. Purpose of the Report**

- 1.1 To provide members with a forward look at learning and development arrangements for 2018/19.

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**2 Recommendation(s)**

**2.1 Members are recommended to:**

- a. Determine whether they wish to appoint a Lead Member for Learning and Development and if so appoint an individual to the role.
- b. Individually commit to undertake a personal development review before the September meeting of the Authority.
- c. Agree an individual training plan which can be developed further over the year as required.

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**3. Link to Corporate Objectives**

- 3.1 This report links to the delivery of the following corporate objectives:

**Customer Focus**

To design our services around the needs of our customers (whether scheme members or employers).

In some senses elected members are customers of the Authority and the approach outlined in this report is designed to ensure that members' individual and collective needs in relation to learning and development are effectively met.

## **Effective and Transparent Governance**

To uphold effective governance showing prudence and propriety at all times.

Given the nature of the activity undertaken by the Authority it is crucial that elected members undertake appropriate learning and development to enable them to effectively their roles. There are a range of regulatory requirements and accepted governance standards in this area with which the Authority needs to comply.

### **4. Implications for the Corporate Risk Register**

- 4.1 The actions outlined in this report specifically address the identified risk contained within the corporate risk register in relation to the knowledge and skills of elected members.

### **5. Background and Options**

- 5.1 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 those requirements. For pension authorities, the need is accentuated because it is such a specialised area of local authority business, and involves responsibility for substantial levels of funds.
- 5.2 The Pension Regulator issues a code of practice relating to the governance and administration of public service pension schemes. The code sets out the standards expected by the Regulator together with the principles, examples and benchmarks to use to assess whether Pensions Authority Members have sufficient knowledge and understanding for them to effectively carry out their role.
- 5.3 The Code of Practice states 'Schemes should establish and maintain policies and arrangements for the acquisition and retention of knowledge and understanding for their pension board members. Schemes should designate a person to take responsibility for ensuring that a framework is developed and implemented'.
- 5.4 Shortfalls in member capacity and development are likely to attract adverse reports from external auditors and the Government under the new requirements.
- 5.5 To address this an updated Member Learning and Development Strategy has been produced, attached at Appendix A. In the context of this Strategy members are invited to consider whether it would be appropriate to appoint a member to champion the cause of learning and development and if so to make an appointment to this role.
- 5.6 The commitment made by Members to participate in learning and development to further develop their understanding of the Pensions Authority is appreciated, given their already busy primary role within their respective Districts.

#### *Aims of a Member Development Programme*

- 5.7 Learning and development is a continuous process and the elements below are the key elements in relation to the work of the Pensions Authority:-

- Induction training.

New Members of the Authority are required to complete initial training on the role of the Authority, how it is organised, and basics of the Local Government Pensions Scheme and the mechanics of how the Fund manages its investments.

- **Fundamentals Training**  
All new Members are expected to complete the Fundamentals training provided by the LGA and the Pensions Regulator's online Public Service Toolkit.
- **Investment Principles**  
All Members are required to undergo further specialised training on the principles of investment management.
- **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, and socially responsible investment. This training can be achieved through the attendance of individual Members on courses or seminars or the provision of in-house seminars.
- **General Update**  
To continue to keep all Members up to date with what is happening in 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, which can be covered by briefings, bulletins, Authority reports, circulation of journals and digests etc.

5.8 Learning in each of these areas will be delivered through a number of routes:

- Through Member Seminars facilitated by officers and external experts such as the Actuary and Fund Managers. A number of these seminars have already been fixed in relation to topics which will form a significant part of the Authority's agenda over the coming year.
- Through the provision of written member briefings and other reading material in the on line reading room
- Through attendance at externally organised courses and conferences. A list of approved conferences has been provided for members as part of the programme of meetings and members are encouraged to as a minimum commit to attendance at the Border to Coast conference in October.
- Where necessary informal sessions with officers and one or two members on particular topics can be arranged.

5.9 The training needs of individual Members will vary according to their previous experience and the length of time that they have been a Member of the Authority. Members are therefore asked to complete a personalised Training Needs Analysis Questionnaire, to enable flexibility within the learning and development programme. Once the questionnaire has been completed a bespoke training plans can be developed in a 1:1 conversation with officers.

### *Annual Training Plan Next Steps*

- 5.10 As indicated above an individual training plan will be developed for each member and these will be aggregated to arrive at a consolidated plan which will then be monitored to ensure that the intended level of activity is undertaken.
- 5.11 The individual plans for any new member of the Authority will be constructed on the basis that they should complete both the LGA's Pensions Fundamentals programme and the Pensions Regulators on line toolkit within their first twelve months of membership.
- 5.12 All internally sourced training is also made available to Trade Union Observers and members of the Local Pension Board as is access to appropriate external events.

## **6. Implications**

- 6.1 The proposals outlined in this report have the following implications

Financial	There is budgetary provision for member training which is estimated to be sufficient to deliver a programme of the sort identified in the proposed Strategy.
Human Resources	None
ICT	None
Legal	None
Procurement	At this stage it is not envisaged that it will be necessary to undertake any procurement for the delivery of training.

**Martin McCarthy**

**Deputy Clerk**

<b>Background Papers</b>	
<b>Document</b>	<b>Place of Inspection</b>
CIPFA Code of Practice on Pensions Knowledge and Skills Pensions Regulator's Code of Practice for Public Sector Pension Schemes	On line reading room or <a href="http://www.cipfa.org">www.cipfa.org</a> <a href="http://www.tpr.gov.uk">www.tpr.gov.uk</a>