

**South Yorkshire Pensions Authority
Annual Governance Statement Action Plan for 2020/21**

Issue	Action Required	Date for Completion	Progress
Need to set consistent learning and development expectations for the Authority and Local Pension Board	Produce a single Learning and Development Strategy covering both groups of members and identify additional resource to support its implementation	June 2021 (final adoption at the Annual Meeting of the Authority, following consideration by the Local Pension Board in April)	Strategy adopted at June 2021 meeting. Attendance at internally organised virtual events has been good. Take up of online learning resources and the online learning needs assessment has been limited. Discussions have taken place to add informal sessions after lunch to the Authority meetings to provide some additional learning opportunities. Further work required around monitoring and reporting self-directed activity, which will be part of work to be undertaken by the new Corporate Manager – Governance.
Need to review the Statutory Officer arrangements identified by Hymans Robertson	Agree a way forward with BMBC and secure the agreement of the Authority to any changes required as a result of this	March 2022 (Any changes to be fully operational from April 2022)	Authority agreed approach in June 2022 and appropriate discussions have been held with BMBC resulting in a revised final operational date of April 2023. Recruitment for the new Corporate Manager – Governance is in hand and transition to the new arrangements will begin as soon as they are in post with a view to completing the transfer of functions as quickly as possible.
Need to continue to improve reporting and transparency	Develop and implement a regular and standardised approach to reporting regulatory compliance.	March 2022	Limited improvements have been made in reporting to the Board. This work has been impacted by the priority attached to the Oakwell House project and further improvements will be carried forward into the next AGS.

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Need to strengthen project management	Develop and train appropriate staff in an appropriately scaled methodology and set of techniques and agree criteria to determine where the project management approach should be applied.	March 2022	Some progress in terms of training provided to staff in project management. There is more to do in this area and resources have been allocated in the 2022/23 budget to provide additional support for individual managers leading projects. To be carried forward into the next AGS
Need to develop a more coherent and consistent approach to continuous improvement	Adopt an SYPA continuous improvement approach and train key staff to use it to assist in delivering specific objectives	March 2022	Training delivered and delivering benefit in some areas.
Need to capitalise on communications changes and formalise links with key stakeholder groups	Formalise member updates and institute regular updates for Leaders and local authority FD's focussed on their specific needs	March 2022	Some progress with formalisation of the member updates and more regular updates for FD's. A more regular approach to updating Leaders and Chief Execs is required and this will be worked on in 2022/23.
Conduct a review of the staff welfare related elements of the Business Continuity Plan in the light of the pandemic experience	Health Safety and Wellbeing Committee to carry out review and make recommendations to Senior Management Team	March 2022	No formal review carried out but some changes made which are reflected in the Agile Working policy as well as the Business Continuity Plan following specific recommendations from the Committee.
Improvements to the central monitoring and recording of information related to key processes.	Implementation of new HR System to include facilities to support this.	March 2022	The procurement of this system has slipped to 2022/23 and this task will be retained in the next AGS
Need for the Audit Committee to deliver more consistent challenge	Discuss issues with elected members and key stakeholders and develop proposals.	March 2022	Briefing sessions prior to meetings have begun to provide members with the ability to deliver more challenge. This is now an ongoing process.