

<b>Subject</b>	<b>Membership and Training Update Report</b>	<b>Status</b>	For Publication
<b>Report to</b>	Local Pension Board	<b>Date</b>	03/11/2022
<b>Report of</b>	Corporate Manager - Governance		
<b>Equality Impact Assessment</b>	Not Required	Attached	Na
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## **1 Purpose of the Report**

- 1.1 To provide members with an update on current information governance activity and to report a reportable data breach to the Information Commissioners Office (ICO).
- 1.2 A report will be provided regularly to provide assurance and monitoring of information governance across many areas of the business.

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## **2 Recommendations**

- 2.1 Members are recommended to:
- a. **Note the current position of compliance with mandatory training requirements.**
  - b. **Ensure all training modules are completed by LPB members by 06 December 2022.**

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## **3 Link to Corporate Objectives**

- 3.1 This report links to the delivery of the following corporate objectives:  
Effective and Transparent Governance
- 3.2 To uphold effective governance always showing prudence and propriety.

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

- 4.1 The contents of this report support the actions being taken to address a specific risk in the corporate risk register in relation to maintaining adequate levels of knowledge and understanding of Local Pension Board members.

## **5 Background and Options**

- 5.1 Considerable activity has commenced to enhance LPB members' knowledge and skills in addition to that of the wider SYPA Authority members. In June 2022 a full training needs analysis activity was undertaken by all members and the following results recorded. Only two members of the LPB had fully completed the mandatory training requirements and one member of the Authority. LGPS on-line modules should be completed within the first six months of joining SYPA.
- 5.2 The training needs analysis report showed an overall knowledge of 50.05% for Authority members and 40.21% for LPB members. The areas identified for urgent support of training were, investment, actuarial and funding matters also administration/funding matters.
- 5.3 Members continue to work with the new governance team, supported by a hybrid training model of on-line, face to face and Teams facilities to ensure training is supported and completed timely to provide the organisation and external bodies with assurance of full compliance.
- 5.4 The current position shows 7 of 12 Authority members have completed all six training modules and 5 of 10 LPB members are fully compliant. One LPB member is currently not compliant in completing the initial 3 modules identified for completion by the end of September 2022.
- 5.5 The remaining three modules are scheduled for delivery on 10 November 2022 and 06 December 2022 to ensure all members are fully compliant by December 2022. The training next year can then focus on more bespoke and detailed training on specific areas to enhance members knowledge, skills, and expertise to ensure they are fully equipped with the necessary understanding for carrying out their roles.
- 5.6 Additional training has been delivered to members which is set out in the Authority Governance Update Report elsewhere on this agenda. Bespoke training has also been delivered to members of the Audit Committee by the Authority's internal auditors to increase knowledge of roles and responsibilities regarding risk management. CIPFA will also deliver a bespoke session in January 2023 on the responsibilities of Local Authority Audit Committees to strengthen governance further. All members will be invited to the training session.
- 5.7 Moving forward, the intention will be to review training and development needs with individual members on an annual basis to ensure knowledge and skills are kept up-to-date and enhanced.
- 5.8 A national training needs and analysis exercise will take place in 2023 through Hymans Robertson, and it is hoped that this will show a marked increase in the percentage of knowledge and skills compared to the results in June 2022, reflecting the significant progress made since then and that is continuing over the next few months.

## **6 Implications**

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

Financial	Members training budget is reviewed to ensure costs remain on track for externally delivered training.
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Human Resources	None
ICT	None
Legal	None
Procurement	None

**Jo Stone**

**Corporate Manager - Governance**

<b>Background Papers</b>	
<b>Document</b>	<b>Place of Inspection</b>
None	-