

Subject	Member Training Progress Update	Status	For Publication
Report to	Local Pension Board	Date	02/02/2023
Report of	Head of Governance		
Equality Impact Assessment	Not Required	Attached	Na
Contact Officer	Jo Stone Head of Governance	Phone	01226 666418
E Mail	jstone@sypa.org.uk		

1 Purpose of the Report

- 1.1 To provide members with an update on current member training activity and to outline the scheduled training for 2023/24.
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2 Recommendations

- 2.1 Members are recommended to:
- a. **Note the current position of compliance with mandatory training requirements.**
 - b. **Note the scheduled training plans for 2023/24.**
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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 As previously reported, considerable activity has been completed to enhance LPB members' knowledge and skills in addition to that of the wider SYPA Authority members. The requirement is that all LGPS on-line modules should be completed within the first six months of joining SYPA. In June 2022 a full training needs analysis activity was undertaken by all members and the following results recorded. At that time, only two members of the LPB had fully completed the mandatory training requirements and one member of the Authority.

- 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 and administration matters. At the LGA conference on 19 and 20 January 2023, Hymans Robertson reported that pensions funds completing the National training needs analysis assessment have an average of 55% knowledge overall. The highest scores nationally were 67.6% governance and 63% actuarial matters. The lowest scores currently are 38% accounting and audit and 48% investment performance and risk management.
- 5.3 Members continuously worked with the Governance team, supported by a hybrid training model of on-line, face to face and Teams facilities to ensure training is supported and completed in a timely manner to provide the organisation and external bodies with assurance of full compliance. It is very pleasing to report therefore that all members of the LPB are now 100% compliant with mandatory training requirements.
- 5.4 Authority members have also completed all six training modules and are 100% compliant against mandatory training requirements.
- 5.7 Training sessions were reported to members at the last meeting. Since October 2022 the following training has been delivered to all members in the following areas to increase knowledge and skills:
- 20 October – Risk Management training
 - 10 November 2022 – Hymans Robertson Online Training Module 2
 - 10 November 2022 – Climate Change Seminar
 - 06 December 2022 – Hymans Robertson Online Training Module 1 and 6
- 5.5 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 February 2023 on the responsibilities of Local Authority Audit Committees to strengthen governance further.
- 5.6 A national training needs and analysis exercise will take place 13 to 27 February 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.
- 5.7 Moving forward, the Governance team schedule and deliver training to each committee and board as per the Governance calendar 2023/24. There will be an additional emphasis where required to work with individual members on an annual basis to ensure knowledge and skills are kept up-to-date and enhanced.

6 Implications

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

Financial	The cost of training for Authority and LPB members will be met within the budgeted resources.
Human Resources	None
ICT	None
Legal	None
Procurement	None

Jo Stone

Head of Governance

Background Papers	
Document	Place of Inspection
None	-