

<b>Subject</b>	<b>Training and Development Update</b>	<b>Status</b>	For Publication
<b>Report to</b>	Local Pension Board	<b>Date</b>	10/08/2023
<b>Report of</b>	Head of Governance		
<b>Equality Impact Assessment</b>	Not Required	Attached	Na
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## **1 Purpose of the Report**

- 1.1 To provide the Board with an update on training and development of members.
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## **2 Recommendations**

- 2.1 Members are recommended to:
- a. **Note the current position and welcome progress made in relation to compliance with mandatory training requirements.**
  - b. **Note the update regarding results of the 2022 National Knowledge Assessment and training needs identified.**
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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  
To uphold effective governance always showing prudence and propriety.

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

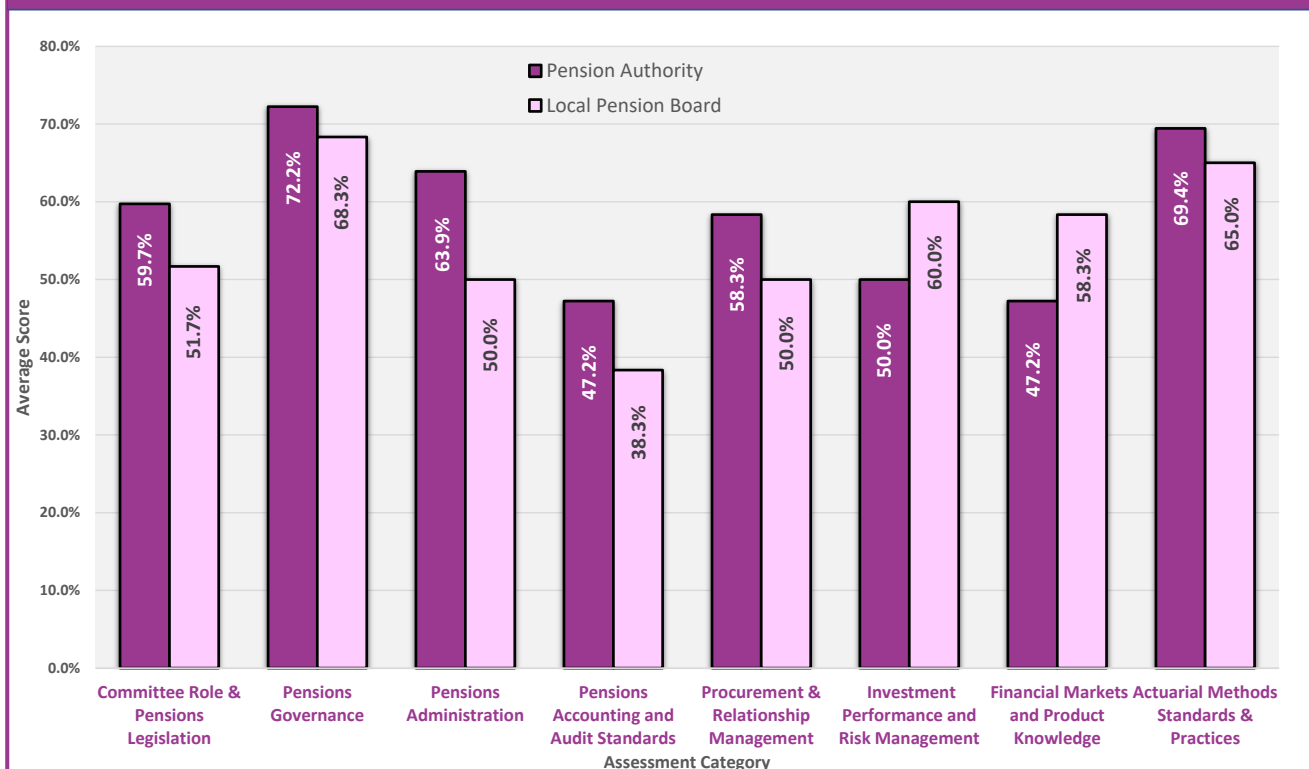
- 4.1 The contents of this report support the actions being taken to address a specific risk in the corporate risk register in relation to maintaining adequate levels of knowledge and understanding of Local Pension Board members.

## **5 Background and Options**

- 5.1 At the end of the 2022/23 municipal year, LPB and the Authority were 100% compliant in all mandatory training requirements and all recommended training through the annual Hymans assessment was delivered during that year.

- 5.2 In 2023/24, Hymans Robertson have launched an updated version of the LGPS online training academy which has increased from 6 modules to 8. Members who completed the training modules in 2022/23 will remain on the previous version, the Governance team will introduce the new version with the full 8 module programme to all new members. Both systems can be reported to ensure full compliance of members.
- 5.3 At the start of 2023/24 and the arrival of newly appointed members to the Authority and LPB, the current position is that 11 out of 12 Authority members are fully compliant, including the new Chair of the Authority. One newly appointed Authority member has commenced the modules and is on track to complete within the first three months of the year. There will be an additional requirement for a new Unite member to join the Authority who will also be required to complete the modules.
- 5.4 Alongside the above, a new induction programme is being piloted with new members to provide an additional layer of support and oversight to the Authority to complement the half day induction programme delivered on 08 June 2023.
- 5.5 9 out of 10 LPB members are fully compliant in their mandatory training requirements and the arrival of one new elected member will be supported to complete their mandatory training by October 2023.
- 5.6 Earlier this year all Authority and LPB members were asked to complete Hymans national knowledge assessment and the initial results were shared with the Board at the last meeting in April. Members will have seen from the recently circulated data that overall knowledge scores ranged from around 35% to 80%. To ensure that members are fully supported in their training, the scores are open and transparent to highlight:
  - a. the overall learning needs of the Authority and LPB; and
  - b. the bespoke training for individuals that we will deliver in 2023/24.
- 5.7 The chart below shows the overall scores analysed by Authority and LPB and by knowledge area – that will inform the key areas for learning and development during this current year.

## SYPA Knowledge and Skills Assessment Outcomes



- 5.8 Some of the lower scoring results have also been raised with Hymans and questioned in regard to any potential improvements that may be identified in the assessment itself. Discussions have taken place suggesting improvements to consider may include the use of case studies and scenario setting to test the relevant knowledge on some areas. Hymans have taken these suggestions away and will update on any progress over the coming year.
- 5.9 The Director and Head of Governance have taken the results and the recommendations from the knowledge assessment into account when planning the training and development calendar for 2023/24. In addition, a full members CPD away day is scheduled for 30 November for all Authority and LPB members to attend. This is to strengthen knowledge and skills and enable members to engage and work collaboratively to increase expertise across the organisation.
- 5.10 The Member Learning and Development Strategy for Authority and LPB members was approved at the June Authority meeting and is attached at Appendix A.

## 6 Implications

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

Financial	The costs of training for members and costs of participating in the National Knowledge Assessment are met from existing budgets.
Human Resources	None
ICT	None
Legal	None
Procurement	None

**Jo Stone**

**Head of Governance**

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