

<b>Report To:</b>	<b>Pension Fund Management/Advisory Panel</b>
<b>Date:</b>	11 December 2015
<b>Reporting Officer:</b>	Peter Morris, Executive Director of Pensions
<b>Subject:</b>	<b>MEMBER TRAINING</b>
<b>Report Summary</b>	The report sets out the Panel's current approach to developing knowledge and understanding and a report of individual members' participation in training and development is provided in line with prescribed good practice.
<b>Recommendations:</b>	<ul style="list-style-type: none"> <li>(i) That the report be noted;</li> <li>(ii) That improvements in the recording of training be undertaken to ensure the collection of all relevant data;</li> <li>(iii) That a report be submitted to a future meeting reviewing existing practice and, where appropriate recommending improvements; and</li> <li>(iv) That the training undertaken by members be reported in the Fund's Annual Report and Accounts.</li> </ul>
<b>Policy Implications:</b>	None.
<b>Financial Implications:</b> <b>(Authorised by the Section 151 Officer)</b>	The Fund has always met the costs of Panel members training and development. The demands on Panel members are growing and it is likely that this will lead to increasing needs.
<b>Legal Implications:</b> <b>(Authorised by the Solicitor to the Fund)</b>	The training programme delivered should be suitable for the demands placed on Panel members.
<b>Risk Management:</b>	An important element of training and development of Panel members is the support it provides to identification of risks that the Fund is exposed to and how they can be mitigated.
<b>ACCESS TO INFORMATION:</b>	<b>NON-CONFIDENTIAL</b>
	<b>This report does not contain information which warrants its consideration in the absence of the Press or members of the public.</b>
<b>Background Papers:</b>	For further information please contact Peter Morris, Executive Director of Pensions tel 0161 301 7150, email <a href="mailto:peter.morris@tameside.gov.uk">peter.morris@tameside.gov.uk</a> .

## **1 INTRODUCTION**

- 1.1 The Panel are looking after the pension promises earned by 350,000 members. The decisions taken by the Panel have a material impact on the cost of the pension scheme to the Fund's employers. The decisions on investment strategy, the Fund's investment management arrangements and the managers appointed to undertake that role are the key drivers influencing the Fund's absolute and relative return. For illustrative purposes a 1% investment return is equivalent to approximately 8% of payroll. The Panel also has important decisions to take on funding strategy, securing value for money in administration and investment, the Fund delivering effective and efficient operations and encouraging and supporting innovative solutions.
- 1.2 GMPF is the largest LGPS fund and as such it has an important role in contributing to the development of the LGPS.
- 1.3 The growth in the number of employers, the breadth of maturity of liabilities albeit with an overall environment of rapidly increasing maturity of liabilities and an exceptional economic arrangement is making the management of a very large, multi employer defined benefit pension scheme increasingly complex.
- 1.4 Managing the increased complexity of administering a pension fund alongside increased regulations has led to a requirement for increased knowledge and understanding by Trustees, Panel Members and Board Members. The Scheme Advisory Board recommends annual reporting of training undertaken as part of good practice.
- 1.5 The Management Panel's members have demonstrated their long term commitment to training through their:
  - (i) learning on the job at the Panel and Working Groups;
  - (ii) attendance at the three day LGE Fundamentals training when they join the Panel and Local Board;
  - (iii) attendance at the training sessions prior to Panel twice a year;
  - (iv) attendance at two Fund Manager training sessions;
  - (v) attendance at seminars and conferences such as those provided by NAPF, LGC and LAPFF.

## **2. MEMBER TRAINING UNDERTAKEN IN THE LAST 12 MONTHS**

- 2.1 An analysis of training undertaken by Panel members is attached at **Appendix 1**.
- 2.2 Where a member of the Panel has undertaken training not reflected in the analysis, Loretta Stowers should be notified of any omissions.

## **3. SUMMARY**

- 3.1 The Fund has a long history of encouraging and supporting training. There is scope to make improvements in the way in which training is recorded, in particular training provided at Working Groups where attendance is opened to all Panel members (e.g. the fossil fuel debate).
- 3.2 The demand on Panel members continues to grow and this coincides with demands for improved governance of the LGPS by Government. The Pensions Regulator has recently set the bar at a high level for the level of knowledge and understanding of Local Board members. Given current and expected developments, it is an appropriate time to review the assessment of training needs and how those needs are satisfied.

#### **4. RECOMMENDATIONS**

- 4.1 That the report be noted.
- 4.2 That improvements in the recording of training be undertaken to ensure the collection of all relevant data.
- 4.3 That a report be submitted to a future meeting reviewing existing practice and where appropriate recommending improvements.
- 4.4 That the training undertaken by members be reported in the Fund's Annual Report and Accounts.