

**FLINTSHIRE COUNTY COUNCIL**

**REPORT TO:** **CLWYD PENSION FUND COMMITTEE**

**DATE:** **5th NOVEMBER 2014**

**REPORT BY:** **CHIEF OFFICER (PEOPLE AND RESOURCES)**

**SUBJECT:** **TRAINING POLICY**

**1.00 PURPOSE OF REPORT**

1.01 To ask Committee Members to approve the Fund's Training Policy.

**2.00 BACKGROUND**

2.01 At a national level, there are expanding requirements for LGPS Pension Committee members, Pension Board members and officers to have an appropriate level knowledge and skills. These are being driven by the Chartered Institute of Public Finance and Accountancy (CIPFA), the Pensions Regulator (tPR) and legislation.

**3.00 CONSIDERATIONS**

**National Requirements**

3.01 In recent years CIPFA has placed much greater focus on the need for administering authorities to embrace the requirement for a high level of knowledge and skills in the management of LGPS Funds and it has issued a Code of Practice and Framework which can be adopted.

3.02 The Public Service Pensions Act 2013 (PSPA) requires each administering authority in the LGPS to introduce a Pension Board by 1 April 2015. All Board members are legally required to have knowledge and understanding of pension scheme matters at a level that will allow them to properly exercise the functions of their role. It is possible that this legal requirement will be extended to LGPS Pension Fund Committee members. These requirements will also be expanded on as part of the Pension Regulator's Public Sector Code of Practice and LGPS specific guidance, both expected to be issued later in 2014.

3.03 It is expected that all LGPS Pension Funds should have a Training Policy in place outlining how this level of knowledge will be achieved and maintained.

## **Clwyd Pension Fund Training Policy**

- 3.04 The Training Policy details the proposed training strategy for members of the Pension Fund Committee, Pension Board and senior officers responsible for the management of the Fund. It has been created to provide a formal framework and greater transparency on the training regime in accordance with the national requirements. It will aid existing and future Pension Fund Committee members, Pension Board members and senior officers in their personal development and performance in their individual roles, providing a structure which will ensure that the Clwyd Pension Fund is managed by individuals who have the appropriate levels of knowledge and skills.
- 3.05 Pension Fund Committee members will be provided with ongoing opportunities to attend training events to assist them to adhere to the policy.

### **4.00 RECOMMENDATIONS**

- 4.01 That Committee Members:
- 1) agree the Training Policy.
  - 2) note the need for each Committee Member to adhere to the Training Policy and maintain the required level of knowledge and skills.

### **5.00 FINANCIAL IMPLICATIONS**

- 5.01 Any costs associated with delivering this policy will be recharged to the Clwyd Pension Fund.

### **6.00 ANTIPOVERTY IMPACT**

- 6.01 None directly as a result of this report.

### **7.00 ENVIRONMENTAL IMPACT**

- 7.01 None directly as a result of this report.

### **8.00 EQUALITIES IMPACT**

- 8.01 None directly as a result of this report.

### **9.00 PERSONNEL IMPLICATIONS**

- 9.01 Delivery of this policy will require a time commitment for training events from Pension Fund Committee members, Pension Board members and senior officers. It will also result in potentially increased workloads for senior officers in the Pension Fund management team.

### **10.00 CONSULTATION REQUIRED**

- 10.01 None directly as a result of this report.

## **11.00 CONSULTATION UNDERTAKEN**

11.01 None directly as a result of this report.

## **12.00 APPENDICES**

12.01 Draft Training Policy

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## **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

Background Papers:       None

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