

**Open Report on behalf of Andrew Crookham
Executive Director of Resources**

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| Report to: | Lincolnshire Pension Board |
| Date: | 19 March 2020 |
| Subject: | Training Needs |

Summary:

This item provides Board Members the opportunity to discuss any training attended since the last Board meeting and provide feedback to other Board Members on its content.

This report also brings to the Board any conference or training highlight notes from the previous three month period.

The Board should consider the results of the training needs self-assessment and if there is any further training they wish to receive or attend in future months.

Recommendation(s):

That the Board are:

1. requested to share information on relevant events attended since the last Board meeting;
2. note any conference and training feedback from the previous three months; and
3. consider the results of the training needs questionnaire and if there is any further training required in future months.

Background

- 1 The Fund's Training Policy requires members of the Pensions Committee, following attendance at any conference, seminar or external training events to share their thoughts on the event, including whether they would recommend it for others to attend. It was agreed that this would be a useful addition to Pension Board meetings too.

2. Therefore the Board are requested to share information on relevant events attended since the last Board meeting.
3. For the Boards information attached are Hymans Robertson Conference Highlights from:
 - CIPFA LGPS Actuaries Summit (**Appendix A**); and
 - LGC Investment Seminar (**Appendix B**).

Training Needs Questionnaire

4. As part of the on-going governance of the Fund and to ensure the Fund is compliant with the guidance issued by the Regulator in the Code of Practice No. 14 – Governance and Administration of Public Service Pension Schemes, a self-assessment questionnaire has been issued to all members of the Pension Board. The questionnaire is based on the CIPFA knowledge and skills framework for Local Pension Boards, where there are eight areas of knowledge and skills that have been identified as the core technical requirements:
 - Pensions legislative
 - Pensions governance
 - Pensions administration
 - Pensions accounting and auditing standards
 - Pensions services procurement and relationship management
 - Investment performance and risk management
 - Financial markets and products knowledge
 - Actuarial methods, standards and practices
5. Members of the Board were asked to score their current level of understanding using the following scale:
 - 1 = I have no knowledge and understanding of this area
 - 2 = I have a basic knowledge and understanding of this area
 - 3 = I have appropriate knowledge and understanding of this area
 - 4 = I have a good knowledge and understanding of this area
 - 5 = I have an excellent understanding and am confident in this area
6. Three responses were received. These have been collated and are attached at **Appendix C**. There is an opportunity now for the Board to discuss the results of the survey and consider if there is any collective training required, and how individual training needs can be addressed in the coming year.

Conclusion

7. The Board consider past training events attended and future training needs.

Consultation

a) Have Risks and Impact Analysis been carried out?

Yes

b) Risks and Impact Analysis

The Pension Fund has a risk register which can be obtained by contacting the author of this report.

Appendices

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| These are listed below and attached at the back of the report | |
| Appendix A | Conference Highlights – CIPFA LGPS Actuaries Summit 2020 |
| Appendix B | Conference Highlights – LGC Seminar 2020 |
| Appendix C | Training Needs Questionnaire Responses |

Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Claire Machej, who can be contacted on 01522 553641 or claire.machej@lincolnshire.gov.uk.

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