

PENSIONS COMMITTEE

8 OCTOBER 2021

TRAINING AND 'DEEP DIVE' PROGRAMME UPDATE

Recommendation

- 1. The Chief Financial Officer recommends that the Chairs of Committee / Board / Investment Sub Committee recommendations from the meeting on 6 September as set out in paragraph 5 be approved.**

Background

1. The Committee received an update (Minute no. 322) on these areas at its [meeting of 29 June 2021](#). Since that update officers have delivered training on 'How an LGPS employee member can improve their lot' on 20 July 2021.
2. The next training session (on investment in infrastructure / property / private debt) is scheduled for 21 September 2021.
3. Officers delivered a deep dive to the Pension Board about our Statement of policy on our discretions (as an administering authority) on 10 August 2021. The next deep dive (on stewardship) is scheduled for 14 October.
4. A meeting with the Chairs of Committee / Board / Investment Sub Committee was held on 6 September to discuss a paper that summarised our previous training deliverables; our existing training policy; a draft officer knowledge assessment; our existing elected member training needs questionnaire; our Good Governance position statement on 'knowledge and understanding'; and the approaches used / available in the market.

The 6 September meeting's recommendations

5. That meeting supported the following way forward:
 - a) Not to introduce Hymans Robertson's (or another supplier's) [online training platform](#);
 - b) Continuing the existing approach that was agreed at the training session on 18 January 2021 of separate (to meetings), recorded, online, one-hour, preceded by pre-dive information in the case of deep dives, regular training sessions / deep dives that are arranged one at a time following a discussion at the preceding event to identify the preferred topic for the next event;
 - c) Conducting a fresh training needs assessment of members of Committee / Board / Investment Sub Committee;
 - d) Undertaking a knowledge assessment of Fund officers; and
 - e) Reviewing the Fund's training policy in the light of the results from carrying out recommendations (c) and (d) above to include the production of a master list of topics that officers would aim to cover over a training cycle.

6. Separately, it was identified at the meeting that to promote membership of Committee / Board / Investment Sub Committee:

- a) The 'new County Councillor induction' for Worcestershire and Herefordshire should include a summary of the pension fund's activities and what potential members would need to know / ideally know / what previous experience would make an ideal member; and
- b) District Councils should be approached about promoting membership to their Councillors.

Contact Points

Specific Contact Points for this report

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Background Papers

In the opinion of the proper officer (in this case the Chief Financial Officer), there are no background papers relating to the subject matter of this report.