



Pensions Committee

24 June 2015

Report title	Trustee Training 2014/2015	
Originating service	Pension Services	
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Recommendations for noting:

The Committee is asked to note:

1. A summary of trustee training activity in the year ending 31 March 2015.

1.0 Purpose

- 1.1 To update Trustees on the training strategy for 2014/2015 detailing the total hours achieved and topics presented.

2.0 Background

- 2.1 The Public Service Pensions Act 2013 provides for the regulation of the LGPS by the Pensions Regulator, and accordingly, the increased emphasis on Trustee training, knowledge and understanding. The Pension Fund Trustee Training Policy is approved each year by Pensions Committee and as part of the policy, training activity undertaken is recorded and reported.
- 2.2 By undertaking Trustee training, Committee members are in a stronger position to make better, more informed decisions and consequently will be able to comply with the increased requirements of the Pensions Regulator.

3.0 Training Policy

- 3.1 A major factor in the governance arrangements of the Fund is to ensure that Committee members and officers have the relevant skills and knowledge through application of the CIPFA Knowledge and Skills Framework. Six areas of knowledge and skills have been identified as core technical requirements for those members associated with LGPS pension funds:

Pensions legislation and governance context	Pension accounting and auditing standards	Financial services procurement and relationship management
Investment performance and risk management	Financial markets and products knowledge	Actuarial methods, standards and practices

- 3.2 Arrangements for regular training are in place, with training delivered through a number of means including external seminars and events, training delivered at Committee meetings, as well as briefings and research material. Training activity undertaken is recorded and quarterly training returns are sent out to all trustees asking them to record additional activity such as online training or reading.

4.0 Training sessions attended during 2014/2015

4.1 In the period 2014/15, training included

- Induction training for all new and returning Committee members
- Employer Mid-Year review covering actuarial valuation; next steps, investment strategy and performance, responsible investment, Governance reform and the importance of data security and quality
- Employer AGM covering
 - Understanding finance and pensions accounting
 - Update on Governance reforms
- Report and Accounts
- Implementing Governance reform
- External conferences, (LAPFF, etc.)
- Investment related training including:
 - Asset allocation
 - Equity management
 - Investment risk
 - Behavioural finance
 - Indirect property funds
 - Fixed interest investment
 - Private equity
 - Opportunities for infrastructure investment
 - Responsible investment

4.2 The Fund hosts an induction session for new Trustees at the start of each municipal year. For the year 2014/15, most Trustees (both new and current) attended the induction course.

4.3 As highlighted above, the Fund is a member of LAPFF, which is an investor membership body consisting of 64 UK public sector pension funds that engages with investee companies on issues such as climate change, child labour and breaches of the Combined Code. The Chair of the Pensions Committee regularly attends LAPFF meetings and its activities are reported on a quarterly basis to other members of the Pensions Committee. LAPFF also advises on other areas including best practice and members receive presentations from managers specialising in ESG investment.

4.4 LAPFF holds an annual two day conference which Committee members attend. Issues addressed at the 2014 were themed around Productive Investment: Public funds and public purpose and included:

- What kind of Infrastructure Investment do we need?
- Mergers and acquisitions
- Rt Hon the Lord Heseltine CG, No Stone unturned, urban regeneration
- International activism
- LGPS issues
- Building cities for the future
- Executive pay: Alignment or Intrinsic value
- Board diversity and director competencies
- How better business practice can drive both market and social returns

4.5 Details of the training reports and presentations provided to the Pensions Committee and Investment Advisory Sub-Committee during 2014/15 are as follows:

Local Government Pension Scheme reform	25 June 2014
Performance and Risk Measurement	24 September 2014
Proposed changes in listed equities structure and management arrangements	10 December 2014
Investment management costs and long term performance	18 March 2015

4.3 A copy of the recorded training hours is attached at Appendix One.

5.0 Financial implications

5.1 There are no financial implications.

6.0 Legal implications

6.1 As outlined in the report, Trustees have a duty to ensure they meet the CIPFA Skills and Knowledge requirements, failure to meet this duty may result in the Fund being challenged on its ability to take decisions.

7.0 Equalities implications

7.1 There are no Equalities Implications.

8.0 Environmental implications

8.1 The report contains no direct environmental implications.

9.0 Human Resources implications

9.1 The report contains no direct human resources implications.

10.0 Corporate landlord implications

10.1 The report contains no direct corporate landlord implications.

11.0 Schedule of background papers

11.1 None.

12.0 Schedule of appendices

12.1 Appendix One: Summary of training hours.

Appendix A

Summary of recorded trustee training by member 01.04.14 to 31.03.15					
Name	Structured training	Committee	Conference and seminars	Reading and additional development	Total
Afzal	0.00	2.00	15.00	0.00	17.00
Arif	3.50	3.75	25.50	0.00	32.75
Bilson	0.00	2.00	23.00	0.00	25.00
Brookfield	6.00	2.75	15.00	20.00	43.75
Cantello	12.50	2.00	64.00	111.00	189.50
Clift	0.00	2.75	9.00	0.00	11.75
Evans	0.00	1.75	0.00	0.00	1.75
Gannon	0.00	1.75	0.00	0.00	1.75
Harris	3.00	2.25	17.50	0.00	22.75
Heap	0.00	0.75	3.00	0.00	3.75
Hevican	9.50	3.00	19.00	0.00	31.50
Jaspal	12.50	1.00	23.00	0.00	36.50
McGregor	3.50	0.75	3.00	6.00	13.25
P Singh	8.00	1.75	16.50	0.00	26.25
Page	8.00	1.75	19.00	0.00	28.75
Rebeiro	6.00	3.00	28.00	176.00	213.00
Samuels	3.50	0.00	0.00	0.00	3.50
Shah	0.00	1.75	0.00	0.00	1.75
Silvester	9.00	2.75	28.50	0.00	40.25
Smith	0.00	2.00	28.50	13.00	43.50
T Singh	10.00	3.75	31.00	0.00	44.75
Turner	0.00	3.75	28.50	0.00	32.25
Total	95.00	47.00	397.00	326.00	865.00