

COMMITTEE MEMBER TRAINING

Reason for this Report

1. This report has been prepared to give an overview of potential in-house training sessions that could be provided to the Committee, and other relevant parties, during 2023 and future years.

Background

2. Elected members and officers with responsibilities for the administration of LGPS funds are required to maintain the skills and knowledge necessary for effective decision making.
3. The Committee has requested that formal meetings of the Committee are supplemented where appropriate by informal training sessions on relevant topics.

Issues

4. Training for Pension Committee Members can be provided from a number of sources in addition to the provision of in-house training. These could include external courses and conferences provided by organisations such as CIPFA, LGA, PLSA, etc which could be either face to face events or virtual.
5. The Wales Pension Partnership (WPP) also provides quarterly virtual training events which are usually open for Pension Committee Members. Given the role of the WPP these events will be Investment focused with the Training Plan is published on the WPP website ([wpp-training-plan-2022-23.pdf](https://www.walespensionpartnership.org/wpp-training-plan-2022-23.pdf) ([walespensionpartnership.org](https://www.walespensionpartnership.org))). Q1 2023 is due to include a training event to consider the Progress of other LGPS pools and Collaboration Opportunities. Topics to be covered during 2023/24 will be confirmed at the March 2023 meeting of the JGC and invitations to the specific events will be forwarded when details are confirmed.
6. In-house training is the third tier of training provision and to maximise the effectiveness of the training programme it is important that in-house training compliments and does not duplicate the other sources of training provision. Topics that have been the subject of in-house training previously include:-
 - a. An Introduction to Pensions including :-
 - i. the LGPS
 - ii. Introduction to the Cardiff and Vale of Glamorgan Pension Fund

- iii. Fund Administration including the roles of the Local Pension Board and the Investment Advisory Panel.
 - iv. Asset Allocation
 - v. Strategic Policy Documents
 - vi. ESG issues
 - vii. The role of Fund Advisors and Consultants
 - viii. Wales Pension Partnership
 - b. Review of Asset Classes
 - c. The Pension Regulator
 - d. Alternative Asset Classes
7. Some of the topics would have been relevant for a specific time or event such as the engagement with The Pension Regulator between November 2018 and April 2019. A similar topical event for the current period would be a training session on the 2022 Actuarial Valuation. The Pension Committee has two, relatively, new members so a revisit of some of the topics previously covered may be appropriate. A suggested in-house training programme built around Pension Committee meeting during 2023/24 could include the following :-
- a. 15 May 2023 – 2022 Tri-annual Valuation.
 - b. November 2023 (tbc) – Investments to include alternative asset classes
 - c. February 2024 (tbc) – Administration which could to include McCloud and Pension Dashboards if regulations are updated as expected during 2023.
8. The Committee is asked to consider the proposed 2023/24 training programme, if there are additional topics it would like included with the in-house training provision then arrangements can be made in this regard. The Committee is also asked to consider the timing and format of the training. It is proposed to continue with the previous arrangement whereby training sessions were either immediately before the Pension Committee meeting at 4:30pm or immediate after the Pension Committee has finished. Whilst previously the training would have been delivered in person going forward it is proposed that the training will be delivered either in-person or via Teams depending on the format of the associated Pension Committee.

9. Legal Implications

The report refers to proposed training sessions for Committee members and as such does not raise any direct legal implications however the general legal advice set out below should be considered.

General Legal Advice

Any decision must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its tax payers; and (h) be reasonable and proper in all the circumstances and comply with any equalities legislation.

The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the

basis of protected characteristics. The Protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.

The Well-Being of Future Generations (Wales) Act 2015 (“the Act”) places a ‘well-being duty’ on public bodies aimed at achieving 7 national well-being goals for Wales – a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.

In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff’s Corporate Plan 2022-25.

The well-being duty also requires the Council to act in accordance with ‘sustainable development principle’. This principle requires the Council to act in a way, which seeks to ensure that the needs of the present are met without comprising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrates approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all sections of the community in the decisions which affect them

The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below: <http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language, the report and Equality Impact Assessment deals with all these obligations. The Council has to consider the Well-being of Future Guidance (Wales) Act 2015 and how this strategy may improve the social, economic, environmental and cultural well-being of Wales.

Financial Implications

10. Any costs incurred in the provision of training to Committee members will be borne by the Fund.

Recommendations

11. That the Committee notes the proposed in-house training programme set out in paragraph 7 to this report .

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