



Pension Fund Committee

18 April 2024

Title	Knowledge and understanding
Date of meeting	18 April 2024
Report of	Interim Executive Director of Resources (S151 officer)
Wards	All
Status	Public
Urgent	No
Appendices	Appendix A - Mandatory and Primary training opportunities available to Members of the Local Pensions Board and Pension Fund Committee
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Summary

It is important that the Pension Fund Board and Committee have appropriate training opportunities for it to fulfil its duties.

This paper summarises the actions that will be taken by the London Borough of Barnet (LBB) Pensions Team to keep records of any training that the Board and Committee undertake and provides details of the expectations regarding training.

Recommendations

- 1 That the Pension Fund Committee note the contents of this report.**
- 2. That the Pension Fund Committee note the training options available as set out in Appendix A.**
- 3. That the Pension Fund Committee note the LBB Pensions Team recommendation that the Pension Fund Committee members complete the LGPS Online Learning Academy (LOLA) training by 30 June 2024.**

1. Why This Report is Needed

- 1.1 The London Borough of Barnet Pension Fund is governed by the Pension Fund Committee and is the decision-making body responsible for the operation of the Pension Fund, ensuring it is governed and administered effectively and is financially sustainable. There is no regulatory requirement for the Committee members to undertake training beyond what is required as an elected member.
- 1.2 The Committee is scrutinised by the Local Pensions Board with support of the LBB Pensions Team, advisors and outsourced administrators. Whilst the Local Pension Board has no direct decision-making powers, members of the Local Pensions Board do have a regulatory duty to keep their knowledge and understanding up-to-date and to document their training.
- 1.3 Issues surrounding the Pension Fund are complex and financially significant to the Council. To make effective decisions it is important that Committee members feel empowered to ask the right questions of the Pensions Team and advisors.
- 1.4 It is important that both members of the Pension Fund Committee and Local Pension Board have access to sufficient training opportunities so that they can meet their duties.
- 1.5 To deliver on this priority, the LBB Pensions Team have identified '*mandatory*' training – this is training that we expect Local Pension Board members to undertake - and '*recommended*' training, which will further develop both the Committee and Board members' skills.
- 1.6 The mandatory and recommended training opportunities that are available to Board and Committee members are set out in Appendix A
- 1.7 The Committee is invited to note the training options available and to endeavour to undertake the recommended training. This will also include substitute members of the Committee. The LBB Pensions Team logs all training undertaken by Committee members. The Pensions Team will contact Committee members every two months requesting training undertaken over the previous couple of months. This will ensure that the training log is kept up to date.
- 1.8 The next request for details of training undertaken will be sent in early April for the months of January and February.
- 1.9 If Committee members have been on any training courses or webinars, it would be useful for both other Committee members and the LBB Pensions Team if they could provide feedback on the sessions attended.
- 1.10 Hymans Robertson online training platform "LGPS Online Learning Academy (LOLA)" is available to Committee members to further their pensions knowledge and understanding. LOLA consists of a series of short video presentations with supplemental learning materials and quizzes.
- 1.11 The Pensions Team monitor progress of Committee and Board members with LOLA training. The table on the following page summarises the training undertaken by Committee Members via Hymans' LOLA training platform as of 30 June 2024.

As mentioned in the Administration Performance Report, the Pension Team will be arranging training on The Pensions Regulator's new Code of Practice for Committee and Board members.

Name	Course Name	Course Enrolment Status	Course First Access Date	Course Last Access Date	Course Progress (%)
Anne Hutton	Module 4 - Funding and Actuarial Matters	Completed	24/10/2022	01/11/2022	71%
Anne Hutton	Module 6 - Current Issues	In Progress	25/10/2022	27/10/2023	14%
Anne Hutton	Module 3 - Administration & Fund Management	Completed	18/10/2022	18/10/2022	70%
Anne Hutton	Module 2 - LGPS Governance & Oversight Board	Completed	22/08/2022	22/08/2022	71%
Anne Hutton	Module 5 - Investments	Completed	02/09/2022	27/10/2023	70%
Anne Hutton	Module 1 - An introduction to the LGPS	Completed	15/08/2022	25/10/2022	83%
Andreas Ioannidis	Module 5 - Investments	Completed	20/03/2023	20/03/2023	94%
Andreas Ioannidis	Module 2 - LGPS Governance & Oversight Board	Completed	01/01/2023	20/03/2023	100%
Andreas Ioannidis	Module 1 - An introduction to the LGPS	Completed	24/12/2022	31/01/2023	100%
Andreas Ioannidis	Module 4 - Funding and Actuarial Matters	Completed	20/03/2023	20/03/2023	100%
Andreas Ioannidis	Module 3 - Administration & Fund Management	Completed	20/03/2023	20/03/2023	100%
Andreas Ioannidis	Module 6 - Current Issues	Completed	20/03/2023	20/03/2023	55%
Elliot Simberg	Module 5 - Investments	Enrolled			0%
Elliot Simberg	Module 4 - Funding and Actuarial Matters	Enrolled			0%
Elliot Simberg	Module 3 - Administration & Fund Management	Enrolled			0%
Elliot Simberg	Module 1 - An introduction to the LGPS	Enrolled			0%
Elliot Simberg	Module 6 - Current Issues	Enrolled			0%
Elliot Simberg	Module 2 - LGPS Governance & Oversight Board	Enrolled			0%
Liron Woodck-Velleman	Module 2 - LGPS Governance & Oversight Board	Completed	30/07/2023	28/09/2023	100%
Liron Woodck-Velleman	Module 3 - Administration & Fund Management	Completed	28/09/2023	28/09/2023	100%
Liron Woodck-Velleman	Module 4 - Funding and Actuarial Matters	Completed	28/09/2023	28/09/2023	100%
Liron Woodck-Velleman	Module 6 - Current Issues	In Progress	29/09/2023	29/09/2023	35%
Liron Woodck-Velleman	Module 1 - An introduction to the LGPS	Completed	04/07/2023	04/07/2023	100%
Liron Woodck-Velleman	Module 5 - Investments	Completed	28/09/2023	29/09/2023	100%
Mark Shooter	Module 6 - Current Issues	Enrolled			0%
Mark Shooter	Module 4 - Funding and Actuarial Matters	Enrolled			0%
Mark Shooter	Module 3 - Administration & Fund Management	Enrolled			0%
Mark Shooter	Module 5 - Investments	In Progress	05/12/2023	07/12/2023	0%
Mark Shooter	Module 2 - LGPS Governance & Oversight Board	Enrolled			0%
Mark Shooter	Module 1 - An introduction to the LGPS	Completed	01/03/2023	02/03/2023	83%
Simon Radford	Module 3 - Administration & Fund Management	Completed	16/03/2023	17/03/2023	100%
Simon Radford	Module 5 - Investments	Completed	25/03/2023	26/03/2023	100%
Simon Radford	Module 1 - An introduction to the LGPS	Completed	24/02/2023	28/02/2023	100%
Simon Radford	Module 6 - Current Issues	Completed	28/03/2023	31/03/2023	55%
Simon Radford	Module 4 - Funding and Actuarial Matters	Completed	17/03/2023	17/03/2023	100%
Simon Radford	Module 2 - LGPS Governance & Oversight Board	Completed	16/03/2023	16/03/2023	100%

2. Alternative Options Considered and Not Recommended

2.1 Not applicable in the context of this report.

3. Post Decision Implementation

3.1 That Committee members will update the LBB Pensions Team with any training undertaken and that training requirements will be reviewed annually.

4. Corporate Priorities, Performance and Other Considerations

Corporate Plan

4.1 Good knowledge and understanding of the Pension Fund will improve overall governance and operational effectiveness of the Pension Fund and contributes to the aims of the Council's Corporate Plan.

Corporate Performance / Outcome Measures

4.2 Not applicable in the context of this report.

Sustainability

4.3 Not applicable in the context of this report.

Corporate Parenting

4.4 Not applicable in the context of this report.

Risk Management

4.5 Risk management is central to the LGPS; which are in themselves risk management tools, managing the risk that future employer income streams will be able to meet future pensions liabilities by creating a reserve from which future liabilities will be met.

4.6 The Board relies on its service providers and good performance from these will help to avoid problems.

Insight

4.7 Not applicable in the context of this report.

Social Value

4.8 Not applicable in the context of this report.

5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)

5.1 Provision of Hymans' LGPS Online Learning Academy (LOLA) portal has a modest annual license fee of £4,400.

6. Legal Implications and Constitution References

6.1 The Pensions Regulator requires that Local Pensions Board members maintain their duty to keep their knowledge and understanding up-to-date and to document their training. Monitoring is an essential element of the appointment and re-appointment process.

6.2 Under the Council's Constitution, Part 2B Section 14.5.1 of the terms of reference of the Local Pension Board includes the following responsibilities:

- to ensure compliance with LGPS Government regulations.
- to ensure compliance with the requirements imposed by the Pensions Regulator.
- such other matters as the LGPS regulations may specify to ensure the effective and efficient governance and administration.
- to ensure the Pension Fund's strategy and policy documents are maintained in accordance with the LGPS Regulations.
- to ensure the Pension Fund's internal Risk Register is reviewed at least annually.
- to review the Pension Fund's performance in complying with the requirements of the LGPS Regulations.

6.3 The Council's Constitution – Part 2B section 15 includes within it the responsibilities of the Pension Fund Committee, including;

- To have responsibility for all aspects of the governance, investment and administration of the LB Barnet Pension fund, including, but not limited to the following:
- To ensure compliance with all Local Government Pension Scheme statutes, regulations and best practice.

7. Consultation

7.1 Not applicable in the context of this report.

8. Equalities and Diversity

- 8.1 Pursuant to the Equality Act 2010, the Council is under an obligation to have due regard to eliminating unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advancing equality of opportunity between persons who share a relevant 'protected characteristic' and those who do not share it; and fostering good relations between persons who share a relevant 'protected characteristic' and persons who do not share it. The 'protected characteristics' are: age, disability, gender reassignment, pregnancy, and maternity, race, religion or belief, sex and sexual orientation. The Council also has regard to the additional protected characteristic of marriage and civil partnership even though this does not apply to the public-sector equality duty.
- 8.2 The rules governing admission to and participation in the Pension Fund are in keeping with the public-sector equality duty. The [Public Sector Equality Duty](#) requires public authorities in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010. Good governance arrangements will benefit everyone who contributes to the fund.

9. Background Papers

9.1 None