

# Croydon Council

<b>REPORT TO:</b>	<b>Pension Committee</b> <b>17 March 2020</b>
<b>SUBJECT:</b>	<b>Knowledge and Skills Policy</b>
<b>LEAD OFFICER:</b>	<b>Nigel Cook Head of Pensions and Treasury</b>
<b>CABINET MEMBER</b>	<b>Councillor Simon Hall</b> <b>Cabinet Member for Finance and Resources</b>
<b>WARDS:</b>	<b>All</b>
<b>CORPORATE PRIORITY/POLICY CONTEXT:</b> Sound Financial Management: Ensuring that the management of the Pension Fund is given appropriate guidance and direction through the governance of the Pension Committee.	
<b>FINANCIAL SUMMARY:</b> There are no direct financial implications associated with this report. However, the implications of decisions taken by the Committee for the Revenue Account of the Council can be significant.	

## 1. RECOMMENDATION

- 1.1 The Committee are recommended to:
- 1.2 Agree the attached Knowledge and Skills Policy, (Appendix A) and Adopt the CIPFA Knowledge and Skills Framework, (Appendix B).

## 2. EXECUTIVE SUMMARY

- 1.3 This report sets out the steps required to bring current practices in regards to training in line with the actions suggested by the Governance Review.

## 2 DETAIL

- 2.1 From time to time the Committee have considered training matters, most recently at their meeting on 9 May 2019 when they received a report entitled "Training Support for Pension Committee" (Minute 22/19 refers) and noted:
  - the requirement of the Chartered Institute of Public Finance and

Accounting [CIPFA] guidance for key skills for successful public sector scheme administration; and

- the channels for accessing training.

2.2 However, in the Governance Review, Aon Hewitt make reference to Guidance provided by CIPFA, the Local Government Pension Scheme Advisory Board (SAB) and The Pensions Regulator (tPR) and concluded that:

*It appears that all key elements are considered in relation to the Local Pension Board (SAB and TPR), but we are unable to verify this in relation to the wider requirements in line with the CIPFA guidance. Although some information is contained within the Fund's Training Log, we were advised that the original decisions were made at a Pension Committee meeting in 2010 and those papers are no longer publicly available.*

*We would therefore recommend that a single Fund Knowledge / Training Policy is created standardising the approach for all Fund stakeholders in accordance with the SAB and CIPFA requirements and that this is formally approved and adopted by the Committee and Board.*

2.3 In the agreed Action Plan arising from the Review it has been agreed that the Fund would:

*Introduce a Pension Fund "Knowledge and Skills Policy" clarifying expectations for all those involved with the governance of the Fund (i.e. the Pensions Committee, Pension Board and Senior Officers).*

1.1. The Committee are recommended to agree the attached Knowledge and Skills Policy, and formally adopt the CIPFA Knowledge and Skills Framework.

## **2. FINANCIAL CONSIDERATIONS**

2.1. There are no further financial considerations flowing from this report.

**Approved by:** Lisa Taylor, Director of Finance, Investment and Risk, S. 151 Officer.

## **3. OTHER CONSIDERATIONS**

3.1. Other than the considerations referred to above, there are no Customer Focus, Equalities, Environment and Design, Crime and Disorder or Human Rights considerations arising from this report

## **4. COMMENTS OF THE SOLICITOR TO THE COUNCIL**

4.1. The Head of Litigation and Corporate Law comments that there are no direct legal implications arising from the recommendations within this report.

**Approved by:** Sandra Herbert, Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer.

## **5. FREEDOM OF INFORMATION**

- 5.1. Information that is provided to or held in relation to the subject matter of this report shall be processed and disclosed in accordance with the Freedom of Information Act 2000 and Data Protection Act 2018 and other appropriate legislation including the provisions of the General Data Protection Regulations.

## **6. DATA PROTECTION IMPLICATIONS**

- 6.1. Will the subject of the report involve the processing of 'personal data'?

No.

- 6.2. Has a data protection impact assessment (DPIA) been completed?

No. This report relates to matters relating to the administration of the LGPS and the Croydon Pension Fund.

**Approved by:** Lisa Taylor, Director of Finance, Investment and Risk, S151 Officer

## **7. HUMAN RESOURCES CONSIDERATIONS**

- 7.1. There are no direct workforce implications arising from the recommendations within this report but developing a knowledge and skills policy is good practice.

**Approved by:** Sue Moorman, Director of Human Resources

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### **CONTACT OFFICER:**

Nigel Cook, Head of Pensions and Treasury,  
Resources Department, ext. 62552.

### **BACKGROUND DOCUMENTS:**

Governance Review, Aon Hewitt;  
CIPFA Guidance on Knowledge and Skills Framework

### **APPENDICES**

**Appendix A:** Knowledge and Skills Policy