

WILTSHIRE COUNCIL

WILTSHIRE PENSION FUND LOCAL PENSION BOARD
06 AUGUST 2020

Employer Training Strategy

Purpose of the Report

1. To present to the Board the Fund's new Scheme Employer training policy.

Background

2. A framework of training strategies is offered by the Wiltshire Pension Fund to Board & Committee members, Scheme Employers and Officers to ensure that the Administering Authority's commitment to training is fulfilled. As outlined in the Director of Finance & Procurement's (s151 Officer) written statement in the Scheme Administration Report of the Fund's Annual Account Report & Accounts, all training strategies will be implemented and are subject to periodic review.
3. The periodic review of each training strategy is to ensure that it remains pertinent to the needs of its target audience & this report seeks to outline the employer training policy intended for the period between April 2020 to March 2023.
4. Whilst there is no statutory obligation for scheme employers to undertake training, the Fund views the requirement for representatives of Scheme Employers & their sub-contractors to have a sufficient level of knowledge and understanding of pensions matters as crucial to the carrying out their roles & responsibilities to the Fund. Their roles & responsibilities primarily being compliance with those set out in the Fund's Pensions Administration Strategy document (Section 4) last approved in December 2019 (A copy of which is on the Fund's website).

Considerations for the Board

5. To ensure that the scope & content of this policy is sufficient, along with the sub-ordinate documents it makes reference to with the policy, to the extent that it fulfils the Fund's training & development responsibilities as defined in the Pensions Administration Strategy document. Namely;
 - The employer training objectives;
 - The execution of employer training;
 - The monitoring & reporting of training undertaken by each employer; &
 - The oversight & review of effectiveness of the Fund's employer training strategy.

Environmental Impact of the Proposal

6. Not applicable.

Financial Considerations & Risk Assessment

7. The financial considerations of all training & development are expected to be minimal.

Legal Implications

8. There are no material legal implications from this report.

Safeguarding Considerations/Public Health Implications/Equalities Impact

9. There are no known implications at this time.

Reasons for Proposals

10. To fulfil the Fund's training obligation in accordance with Section 4 of its Pension Administration Strategy document & enable employers to be compliant with all the necessary LGPS Regulations, Pensions legislation & the Data Protection Act 2018.

Proposals

11. The Board is asked to endorse the employer training policy.

Andy Cunningham
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Unpublished documents relied upon in the production of this report: NONE