

**Wiltshire Pension Fund Committee & Board Member training strategy - Q4
2021 to Q3 2025**

**Based on the CIPFA Technical Knowledge & Skills Framework 2021 &
Hyman Robertson Q4 2021 training feedback surveys**

Committee					
Period	Actual Meeting Date	CIPFA Framework category	Proposed training item	By whom	Meeting Focus
Newly inducted members will receive a Member Handbook, Induction training from Officers, attend the LGPS Fundamentals training course & be required to complete the Pension Regulator's on-line toolkit					
All members, in addition to the organised training set out below will be invited to attend additional internal training events, plus external conferences, seminars & pension forums to supplement & maintain their knowledge & understanding. Technical notes will also be circulated as required.					
New 4 Year Policy & Strategy approved					
MiFID II self certification					
Q4 2021	25/11/21	Investment Performance & Risk Management	Roles of the Custodian, IMs, Investment Advisers & Independent Adviser	Officers	Investment
Q4 2021	16/12/21	Governance	Cyber Security Presentation	Officers	Administration
Q1 2022	03/03/22	Committee Role & Pension legislation	TCFD, the Stewardship Code & the Fund's voting policy	Officers	Investment
Q1 2022	24/03/22	Actuarial Method	Valuation training	Hymans	Administration
Q2 2022	26/05/22	Investment Performance & Risk Management	Performance management monitoring	Officers	Investment

Q2 2022	30/06/22	Committee Role & Pension legislation	TPR Single Code of Practice	Officers	Administration
Member Effectiveness Review					
Q3 2022	08/09/22	Accounting & Audit	Statutory Annual Accounting & Reporting standards	Officers	Investment
Q3 2022	29/09/22	Administration	The Benefit structure	Officers	Administration
MiFID II self certification					
Annual self-assessment review					
Q4 2022	24/11/22	Financial Markets and Products Knowledge	Myners Principles and MiFID II	Officers	Investment
Q4 2022	15/12/22	Actuarial Method	Employer Covenants	Officers	Administration
Q1 2023	02/03/23	Financial Markets and Products Knowledge	Responsible Investment Modelling	Officers	Investment
Q1 2023	30/03/23	Administration	Pension Payroll & NFI	Officers	Administration
Q2 2023	To be confirmed	Accounting & Audit	Payroll controls	Officers	Investment
Q2 2023	To be confirmed	Governance	GDPR update	Officers	Administration
Q3 2023	To be confirmed	Financial Markets and Products Knowledge	ESG Policy construction	BPP	Investment
Q3 2023	To be confirmed	Administration	Complaints, Dispute & Disclosure requirements	Officers	Administration
MiFID II self certification					
Annual self-assessment review					

Q4 2023	To be confirmed	Financial Markets and Products Knowledge	Performance Benchmarking	Officers	Investment
Q4 2023	To be confirmed	Administration	AVC Performance management	Officers	Administration
Q1 2024	To be confirmed	Accounting & Audit	Responsibilities of internal & External Auditors	Officers	Investment
Q1 2024	To be confirmed	Governance	Discretionary powers	Officers	Administration
Q2 2024	To be confirmed	Investment Performance & Risk Management	Tax in relation to UK & Overseas investments	Officers	Investment
Q2 2024	To be confirmed	Procurement and Relationship Management	The Procurement Process	Officers	Administration
Q3 2024	To be confirmed	Financial Markets and Products Knowledge	Portfolio Construction	Officers	Investment
Q3 2024	To be confirmed	Governance	Breaches of Law	Officers	Administration
MiFID II self certification					
Annual self-assessment review					
Q4 2024	To be confirmed	Procurement and Relationship Management	IM Mandates and our contractual relationship with BPP	BPP	Investment
Q4 2024	To be confirmed	Committee Role & Pension legislation	The role of the Administering Authority	Officers	Administration

Q1 2025	To be confirmed	Investment Performance & Risk Management	The Investment Strategy Statement	Officers	Investment
Q1 2025	To be confirmed	Actuarial Method	Valuation training	Hymans	Administration
Local Government Elections - May 2025 - Appointment of new Councillors					
Q2 2025	To be confirmed	Investment Performance & Risk Management	Risk vs Reward	Officers	Investment
Q2 2025	To be confirmed	Procurement and Relationship Management	Contract Management	Officers	Administration
Q3 2025	To be confirmed	Accounting & Audit	Treasury Management arrangements	Officers	Investment
Q3 2025	To be confirmed	Actuarial Method	Discretionary Exit Credits to an Employer	Hymans	Administration
MiFID II self certification					
External self-assessment review to set new training policy & strategy					
Q4 2025	To be confirmed	Committee Role & Pension legislation	The structure of and relationship with BPP	Officers	Investment
Q4 2025	To be confirmed	Governance	New Cllr Induction, CIPFA and SOLACE guidance	Officers	Administration
Board					
Period	Actual Meeting Date	CIPFA Framework category	Proposed training item	By whom	Comments
New 4 Year Policy & Strategy approved					
MiFID II self certification					

Q4 2021	11/11/21	Governance	The Fund's training strategy	Officers	Committee members to be invited
Q1 2022	17/02/22	Committee Role & Pension legislation	Legal framework - External bodies, scrutiny framework & Statutory obligations	Officers	Committee members to be invited
Q2 2022	19/05/22	Governance	Breaches of Law	Officers	Committee members to be invited
Member Effectiveness Review					
Q3 2022	25/08/22	Administration	Pension Administration Strategy	Officers	Committee members to be invited
MiFID II self certification					
Annual self-assessment review					
Q4 2022	17/11/22	Administration	Record keeping & Data Improvement	Officers	Committee members to be invited
Q1 2023	23/02/23	Governance	Scheme Advisory Board	Officers	Committee members to be invited
Q2 2023	To be confirmed	Administration	Monitoring Employer performance	Officers	Committee members to be invited
Multiple Board terms of office expire					
Q3 2023	To be confirmed	Governance	Documentation management	Officers	Committee members to be invited
MiFID II self certification					
Annual self-assessment review					
Q4 2023	To be confirmed	Governance	Registering interests & the Conflicts of Interest Policy	Officers	Committee members to be invited
Q1 2024	To be confirmed	Procurement & Relationship Mgt	Measuring service provider performance	Officers	Committee members to be invited
Q2 2024	To be confirmed	Accounting & Audit	Secondary Statutory Returns	Officers	Committee members to be invited

Q3 2024	To be confirmed	Financial Markets and Products Knowledge	Myners Principles and MiFID II	Officers	Committee members to be invited
MiFID II self certification					
Annual self-assessment review					
Q4 2024	To be confirmed	Administration	The Benefit structure	Officers	Committee members to be invited
Q1 2025	To be confirmed	Financial Markets and Products Knowledge	Analysis Climate Transition (ACT) Monitoring	Officers	Committee members to be invited
Q2 2025	To be confirmed	Governance	GDPR update	Officers	Committee members to be invited
Q3 2025	To be confirmed	Accounting & Audit	Statutory Annual Accounting & Reporting standards	Officers	Committee members to be invited
MiFID II self certification					
External self-assessment review to set new training policy & strategy					
Q4 2025	To be confirmed	Governance	Breaches of Law	Officers	Committee members to be invited