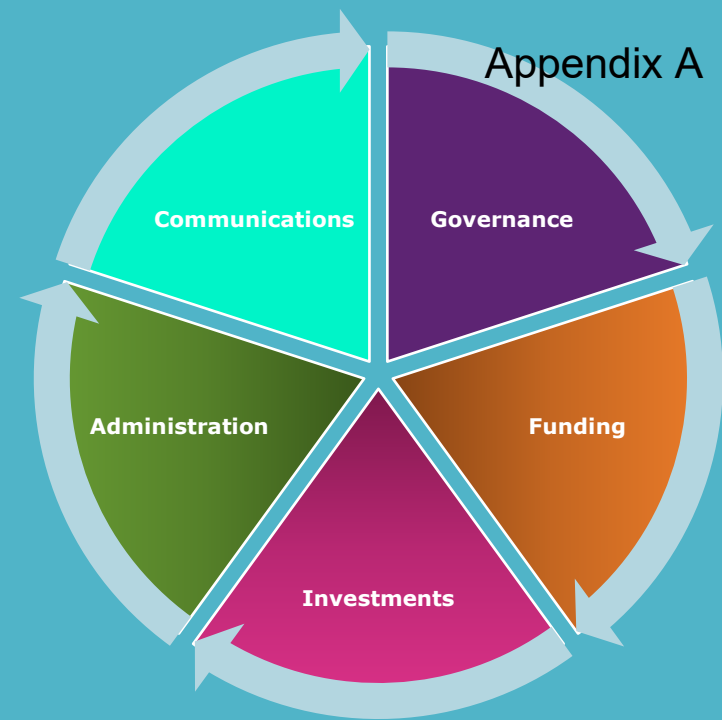


Essex Pension Fund

Two-year PAB Member Training Plan

July 2021



DRAFT

Training Credits

Method of attaining credit	No. of credits awarded for Members who are on both PSB and ISC	No. of credits awarded for PSB only Members and PSB / ISC Substitute Members	No. of credits awarded for PAB Members
Training within meetings	1 credit per training session in meeting		
Fund Specific Training Days	2 credits for a full day's attendance		
	1 credit for a half day's or less attendance		
Completion of any relevant module of the CIPFA Knowledge and Skills Framework	1 credit per module passed and valid for 2 years		
Completion of any relevant module or subject within The Pensions Regulators (TPR) Code of Practice	1 credit per module passed and valid for 2 years		
Attendance at an approved conference, seminar or external training event / meetings	2 credits for a full day's attendance		
	1 credit for a half day's or less attendance		
Expected number of credits to be achieved within a 2-year rolling period	<u>18 credits</u>	<u>12 credits</u>	

TNA Assessments	Training type required
Fully Conversant	None
I am reasonably familiar but additional training would be helpful	Refresher training via Training video, webinar, e-learning, Bitesize Training at Board Meeting
I have some, but limited knowledge	Large group training session (Board Meeting or Training Day)
I have no knowledge	Small Group/Large Group training sessions (Board Meeting or Training Day) or one to one training specifically for the subject matter

All PAB Members felt they were fully conversant in one of the seventeen areas assessed
 “The roles of the PSB, ISC and PAB including Scheme Employer and Scheme Member representatives”

The Fund's Governance Structure including the roles of: Essex County Council as Administering Authority; the S151 Officer; the Monitoring Officer; and the Senior Officers in the Fund	The wider pensions and LGPS Landscape including LGPS Regulations, Ministry of Housing, Communities and Local Government (MHCLG), Scheme Advisory Board (SAB), Pensions Ombudsman, The Pensions Regulator (TPR) and Regulatory Reform	Codes of Practice: TPR and Chartered Institute of Public Finance and Accountancy (CIPFA)	The Fund's Policies, Strategies and Publications: Business Plan; Governance Policy and Compliance Statement; Risk Strategy
How potential Conflicts of Interest are identified and managed (Conflict of Interest Policy)	An understanding of how breaches of the law are reported (Policy for Recording and Reporting Breaches of the law)	The Actuarial Valuation process, including developing the Funding Strategy in conjunction with the Fund Actuary including the role of the Actuary (Funding Strategy Statement)	Awareness of the Fund's Investment Strategy (Investment Strategy Statement)
The Fund's approach to Responsible Investment as contained within the Investment Strategy Statement	Investment Pooling Collaboration and the Fund's role within the ACCESS Pool (Joint Committee papers)	The Fund's Administration Strategy and benefit structure	The difference between LGPS Fund discretions and Employers' discretionary policies
Regulatory impacts on the Fund in regard to wider pensions and LGPS Landscape (Regulatory Reform quarterly update)	The Fund's ambition for Greater Digitalisation and Digital Transformation and delivery methods and what this involves (Business Plan and Scorecard)	The maintenance of accurate Member data (Business Plan and Scorecard)	The Fund's Communications Policy and how it communicates with Key Stakeholders

The Fund's Governance Structure including the roles of: Essex County Council as Administering Authority; the S15 Officer; the Monitoring Committee and the Senior Officers in the Fund

Refresher/Bitesize Training

The wider pensions and LGPS Landscape including LGPS Regulations, Ministry of Housing, Communities and Local Government (MHCLG), Scheme Advisory Board (SAB), Pensions Ombudsman, The Pensions Regulator (TPR) and Regulatory Reform

Board/Group Training

Codes of Practice: TPR and Chartered Institute of Finance and Accountancy (CIFA)

Refresher/Bitesize Training
Board/Group Training

The Fund's Policies, Strategies and Publications: Business Plan; Governance Policy and Finance Statement; Risk Statement

Refresher/Bitesize Training

How potential Conflicts of Interest are identified and managed (Conflict of Interest Policy)

Refresher/Bitesize Training

An understanding of how breaches of the law are reported and for Recording and Reporting Breaches of the law)

Refresher/Bitesize Training

The Actuarial Valuation process including developing Funding Strategy in conjunction with the Fund Actuary including the role of the Actuary in Funding Strategy Statement)

Refresher/Bitesize Training

Awareness of the Fund's Investment Strategy Statement

Refresher/Bitesize Training
Board/Group Training

The Fund's approach to Responsible Investment and the Fund's policies contained within the Investment Statement

Refresher/Bitesize Training
Board/Group Training

Investment Pooling Consideration and the Fund's role within the ACCESS Pooling Committee papers

Refresher/Bitesize Training

The Fund's Administrative Strategy and benefit structure

Refresher/Bitesize Training

The difference between powers and discretions and powers and discretion

Refresher/Bitesize Training
Board/Group Training

Regulatory impacts on the Fund regard to wider pensions and LGPS Landscape (Regulatory Reform quarterly updates)

Refresher/Bitesize Training

The Fund's ambition for Greater Digitalisation and Digital Transformation and the various methods and tools this involves (Business Plan and Scorecard)

Refresher/Bitesize Training

The maintenance of accurate Member data (Business Plan and Scorecard)

Refresher/Bitesize Training

The Fund's Communication Strategy and how it communicates with Key Stakeholders

Refresher/Bitesize Training