

**Pension Fund Board**

**Date:** 6 July 2018

**Report by:** Head of Pensions

<b>Subject:</b>	<b>Governance and Compliance Report</b>
<b>Purpose of the Report</b>	To provide the Pension Fund Board with: 1) Information on potential, new or amending legislation affecting the LGPS; 2) Information on other pensions legislation; 3) Activities of the LGPS Scheme Advisory Board and the Pensions Regulator; 4) Information on issues concerning the governance of the Local Government Pension Scheme (LGPS) on a national and local basis; and 5) Skills and knowledge opportunities.
<b>Recommendations</b>	<b>That the Pension Fund Board notes the content of the report.</b>
<b>Enquiries to:</b>	Jo Walton – Governance and Regulations Manager, LGSS Pensions Service E-mail: <a href="mailto:jwalton@northamptonshire.gov.uk">jwalton@northamptonshire.gov.uk</a>

**1. Background**

- 1.1 This is a standing report that identifies issues concerning the governance of the Local Government Pension Scheme (LGPS) and also potential, new, amending and overriding legislation that will have an impact on how the Scheme is managed and on members' benefits.

**2. Contracted-out reconciliation exercise**

- 2.1 On 8 February 2018, the Local Government Pensions Committee (LGPC) issued a survey to administering authorities in England & Wales. The aim of the survey was to determine what stage administering authorities are at with their contracted-out reconciliation exercise.
- 2.2 The results of the survey shows that administering authorities are at different stages in respect of their individual types of members (e.g. active, deferred and pensioners).
- 2.3 The table shows 'worst' and 'best' case scenarios i.e. if an administering authority is at:
- stage 4 for pensioners and stage 2 for actives and deferred – then the 'worst' case scenario shows the administering authority at stage 2, or

- stage 4 for pensioners and stage 2 for actives and deferred – then the ‘best’ case scenario shows the administering authority at stage 4.

Stage	Description of Stage	No. of administering authorities at this stage	
		Worst case scenario	Best case scenario
<b>Stage 0</b>	Administering authority has yet to start the exercise	8	4
<b>Stage 1</b>	Compare administering authority data with HMRC data	20	13
<b>Stage 2</b>	Review data inconsistencies, raise with HMRC, agree outcome	51	42
<b>Stage 3</b>	Rectification	9	25
<b>Stage 4</b>	Reconciliation complete	0	4

- 2.4 Cambridgeshire Pension Fund has completed stage 2 for all categories of membership which involved the resolution of over 6,000 queries, some of which have been referred to HMRC for their records to be amended by ITM Limited who we have procured to manage this aspect of the reconciliation.
- 2.5 During the course of the contracted-out reconciliation exercise, the LGPC has been informed that a number of administering authorities have reached a stalemate with HMRC regarding a number of individual cases. The most problematic of which, appear to be those cases for which the administering authority cannot find any liability, though HMRC are insistent that the liability lies with the administering authority.
- 2.6 In order to pay a scheme benefit the scheme must have the necessary accurate data (prescribed within the scheme regulations and be in compliance with the Public Service Pensions (Record Keeping and Miscellaneous Amendments) Regulations 2014) with which to calculate the defined benefits. Her Majesty’s Treasury are aware of this problem and will consider this further in due course.
- 3. The Local Government Pension Scheme (Amendment) Regulations 2018 ([SI2018/493](#))**
- 3.1 These Regulations amend The Local Government Pension Scheme Regulations 2013 and The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 came into force on 14 May 2018.
- 3.2 The significant changes are:
- A fund employer may substitute a higher level of pensionable pay where the prescribed calculation of assumed pensionable pay produces a lower level of pay than the member would normally have received. Employers should consider whether they wish to do this and, if they do, whether to do so back to 1 April 2014; once decided their discretionary policy should be amended accordingly.

- Where the liabilities of an employer exiting the fund are fully funded and there is a surplus of assets in the fund, the fund is required to pay an exit credit to the exiting employer rather than retain the surplus as was the case prior to the 14 May 2018 amendment.
- Deferred members whose active membership ended before 1 April 2014 have, from 14 April 2018, the opportunity to take early payment of their benefits as early as age 55 without requiring employer consent. Such payment can only be made at age 55 for those that left before 1 April 1998, later leavers can take early payment at any time between age 55 and their normal retirement date.

3.3 Scheme members and employers will be notified of these changes in line with the requirements of the Occupational and Personal Pension Schemes (Disclosure of Information) Regulations 2013.

#### **4. McDonald (Respondent) v Newton or McDonald (Appellant) (Scotland) - Supreme Court Ruling – Pensioner on Divorce**

4.1 The ruling on the above case applies equally to benefits held in the LGPS Scotland, LGPS England and Wales and the LGPS Northern Ireland, where the divorce is made under Scottish law.

4.2 The dispute was regarding the factors used to calculate the Cash Equivalent Transfer Value upon divorce. Mr McDonald argued that the court should apportion the value of his pension rights by reference only to the period in which he was an “active member” of the scheme, which is the period during which he was making contributions to the scheme. This would reflect the current process adopted by LGPS funds.

4.3 Conversely, Mrs McDonald argued that the cash equivalent transfer value should be apportioned by reference to the period of Mr Macdonald’s membership of the scheme, both when in pensionable employment and also when drawing a pension.

4.4 The Supreme Court unanimously allowed Mrs McDonald’s appeal and subsequently agreed that the period of membership should be interpreted as “the period of the person’s membership of the pension arrangement, whether or not contributions are being made in that period” citing various reasons for doing so.

4.5 This ruling sets a precedent and indicates a move away from current practice with regards to deferred and pensioner members.

#### **5. High Court judgement in the case of Elmes v Essex County Council**

5.1 This case concerns Nicola Elmes versus Essex County Council with an interested party of the Ministry of Housing, Communities and Local Government (MHCLG) which is similar to that decided upon in the Supreme Court on 8 February 2017 (Brewster v NILGOSC, the Northern Ireland LGPS).

- 5.2 This case was heard before the High Court on 18 January 2018 and it is understood that the outcome of this case effectively removes the requirement for a nomination form from regulations and enables an LGPS administering authority to pay a survivor's pension, to the partner (who meets the definition of co-habiting partner set out in the LGPS Regulations 2013) of a deceased scheme member who had active membership of the LGPS on or after 1 April 2008 and dies before 1 April 2014 without having completing a nomination form.
- 5.3 To date the full judgement of this ruling has not been released. As previously reported to the Board, the partner of a deceased Cambridgeshire Pension Fund member who died in 2011 had contacted LGSS Pensions following the Supreme Court judgement in 2017 requesting payment of a survivor's pension. As a result of the outcome of Ms Elmes' case, and contact with the Local Government Association, it has been established that the partner in question meets the revised criteria for payment of a survivor's pension and payment has now commenced; the first instalment included arrears dating back to the day after the member's death and interest.
- 5.4 The pensions that were paid to the scheme member's children at the higher rate as no survivor's pension was initially payable, will not be treated as overpaid unless there is a direction from the Government to that effect.
- 5.5 LGSS Pensions have advertised the impact of the ruling on the news pages of the Cambridgeshire Fund website.

**6. Outcome of Walker v Innospec Limited and others – implications for public service pension schemes**

- 6.1 It has been publicised on the Teachers' Pension Scheme website that following the Government's consideration of the implications for public service pension schemes of the outcome to the Walker (Appellant) v Innospec Limited and others (Respondents) case, regulatory changes will be introduced to provide that:
1. survivors of same-sex marriages and civil partnerships are to be treated in the same way as widows of opposite sex marriages (survivor benefits in relation to service from 1 April 1972 or 6 April 1978 if the marriage was after the last day pensionable service); and
  2. the change applies from the date civil partnerships and same-sex marriages were implemented.
- 6.2 Interestingly, that the same treatment is not being extended to widowers (male survivors of opposite sex marriages).
- 6.3 The Ministry of Housing, Communities and Local Government have confirmed that they are currently considering their position to determine what recommendation they will make to Ministers on how to proceed with regards to the LGPS.

## **7. 2017 LGPS annual report**

- 7.1 At the 2018 PLSA local authority conference, Cllr Roger Phillips, the chair of the scheme advisory board for the LGPS in England and Wales (SABEW), launched the 2017 annual report for the English and Welsh scheme.
- 7.2 The aim of this Annual Report is to provide a single source of information about the status of the LGPS for its members, employers, and other stakeholders. Continually improving key information about the Scheme as a whole is one of the top priorities of the Board. This report aggregates information supplied in the 90 fund annual reports, as at 31 March 2017.
- 7.3 Some of the key highlights of the report are listed below:
- The total membership of the LGPS grew by 394,000 (6.9%) to 5.6m members in 2017 from 5.3m.
  - The total assets of the LGPS increased to £263bn (a change of 21.2%). These assets were invested in pooled investment vehicles (52%), public equities (32%), bonds (7%), direct property (3%), as well as other asset classes (6%).
  - The Local Authority return on investment over 2016/17 was 19.5%. This was reflective of the better market conditions during the year.
  - The scheme maintained a positive cash-flow position overall. Scheme income was lower than total scheme outgoings by £484m. However, this was excluding investment income.
  - The funds all received unqualified external financial audit certificates from the scheme's external statutory auditors.
  - Over 1.6m pensioners were paid over the year. Fewer than 39 formal complaints about scheme benefit administration were determined and less than 13% were upheld by the Pensions Ombudsman.
- 7.4 The report is available at [www.lgpsboard.org](http://www.lgpsboard.org).

## **8. Governance and administration survey findings published**

- 8.1 The Pensions Regulator (TPR) have published their 2018 report on the findings of the governance and administration survey (undertaken in November and December 2017) of public service pension schemes. In total 191 of the 207 public service pension schemes completed the survey. This equates to a 92% response rate, covering 98% of all memberships.
- 8.2 The report sets out how TPR have interpreted the findings including, their expectations of those involved in running the schemes and what they will be doing over the next year to address the issues identified in the report. It accompanies the full research report, which shows the responses to all survey questions.
- 8.3 The commentary in the report highlights a number of points that LGPS administering authorities should be aware:
- The survey supports TPR's existing assessment that the top risks are scheme governance, record-keeping and internal controls.

- The survey shows that 34% of LGPS administering authorities hold fewer than four pension board meetings a year. In TPR's view, this provides inadequate opportunity for pension boards to carry out their role effectively and raises concern about the quality of governance. Since the introduction of the Local Pension Board in April 2015, the board has met 4 times a year with only one exception in 2016/17 where one meeting was cancelled due lack of confirmation of attendance.
- Only 45% of active members in the LGPS received their annual benefit by the statutory deadline. Cambridgeshire Pension Fund issued 100% of annual benefit statements by the statutory deadline.
- The summary report states 'The survey shows signs that process improvements have stalled in some Local Government schemes. This group was also the one that was least likely to respond to the survey and we are concerned about the risks of disengagement. Because of the specific challenges faced by Local Government schemes, we expect to focus casework activities on the LGPS in the coming year. It should be noted that the Cambridgeshire Pension Fund has always participated in this survey and will continue to do so.
- The report concludes by saying, 'Scheme managers should be aware that we are more likely to use our enforcement powers this year. Where we open cases, we will work with the schemes involved to resolve gaps in their risk and breach of law processes. When considering action or setting fines, we will take into account a party's co-operation with us, and their efforts to put things right. For example, those who fail to report breaches to us quickly could receive a higher penalty for a breach, and an additional penalty for a failure to report.

8.4 A full analysis of the Pensions Regulator's survey results compared with the Fund's compliance with the code of practice upon which this survey is based will be presented at the next meeting of the Pension Board.

## **9. 2018 Scheme Return – scheme-specific data**

- 9.1 For the first time, the 2018 scheme return will ask administering authorities to report on their common and scheme-specific data scores. The return will specify the common data fields to measure against, but scheme managers within public service pension schemes will also be asked to select what scheme-specific data they need to pay pensions, run the scheme and to undertake fund valuations, and once selected measure against this data.
- 9.2 Administering authorities may well have already received some guidance on what constitutes scheme-specific data from advisers. However, to ensure consistency across all administering authorities, the SABEW are working closely with MHCLG and the Government's Actuary Department to develop a standard set of conditional data for administering authorities to use when completing this year's scheme return.
- 9.3 The intention is to have this ready by mid-June. The SABEW will ensure that practitioners on the scheme advisory board and Cost Management, Benefit Design and Administration committee are involved in the development of the standard list before it is circulated.

- 9.4 It is understood that TPR will be issuing the scheme return in July and the deadline for submission will be in September.

## **10. The Pensions Advisory Service dispute function moves to the Pensions Ombudsman**

- 10.1 The LGPC has been notified that the Pensions Advisory Service's (TPAS) dispute resolution function is moving to The Pensions Ombudsman (TPO). The move includes the transfer of the TPAS dispute resolution team and volunteer network of over 350 advisers. The transfer was expected to be completed by 1 March 2018.
- 10.2 At present customers can approach both TPO and TPAS for help when dealing with a pension complaint. TPAS usually focussed on complaints before the pension scheme's internal dispute resolution procedure (IDRP) had been completed, whilst TPO typically deals with complaints that have been through IDRP.
- 10.3 Customers will be able to access all pension dispute resolution, previously handled by two services, whether pre or post IDRP, in one place, leading to a smoother customer journey and improved complaint handling. TPAS will continue to focus on providing pension information and guidance, and will become an integral part of the new Single Financial Guidance Body.

## **11. General Data Protection Regulation (GDPR)**

- 11.1 The General Data Protection Regulation is regulation by which the European Parliament, the Council of the European Union and the European Commission intend to strengthen and unify data protection for all individuals within the European Union.
- 11.2 The primary objectives of the General Data Protection Regulation (GDPR) are to give control back to citizens over their personal data and to simplify the regulatory environment for international business by unifying the regulation within the EU.
- 11.3 The regulation was adopted on 27 April 2016 and becomes enforceable from 25 May 2018 after a two year transition period.
- 11.4 Regular reports have been provided to the Cambridgeshire Pension Fund Local Pension Board on the progress made by both Cambridgeshire County Council and by officers of LGSS Pensions in towards achieving compliance with the GDPR with respect to the operation of the Cambridgeshire Pension Fund.
- 11.5 The following table shows the extent of compliance achieved by the respective parties in respect of Cambridgeshire Pension Fund:

<b>Item of compliance</b>	<b>Progress</b>	<b>Party responsible</b>
Privacy Notice	Completed following Local Government Pensions Committee guidance. To be made available on the LGSS Pensions website prior to 25 May 2018 and signposted to all scheme members upon first communication following joining the scheme and to existing members through the issue of annual benefit statements. Pensioner members will be notified via May 2018 payslip.	LGSS Pensions
Information Asset Register	Completed	LGSS Pensions
Record of Processing Activities	Completed	LGSS Pensions
Appointment of a Data Protection Officer	Cambridgeshire County Council are in the process of recruiting a Data Protection Officer.	Cambridgeshire County Council
Pension Fund supplier contracts and Data Sharing Agreements	LGSS Law have reviewed and deemed the variation agreements received from suppliers and/or existing data sharing agreements as appropriate.	LGSS Pensions
Memorandum of Understanding (between administering authority and scheme employers)	Completed following Local Government Pensions Committee guidance. To be made available to scheme employers on the LGSS Pensions website prior to 25 May 2018. Employers will be notified of its presence on the website.	LGSS Pensions
County Council corporate contracts (for printing and postage of pensioner payslips)	At the time of writing this report, confirmation has been requested as to whether the County Council have ensured that their corporate contracts contain GDPR compliant terms.	Cambridgeshire County Council

11.6 The Pension Fund Board will be updated at the next meeting as to the extent of compliance of any outstanding items.

## **12. Consultations**

### **12.1 Insolvency regime for further education and sixth form colleges: technical consultation – Local Government Association response**

12.1.1 The Local Government Association (LGA) responded to the above consultation on 7 February 2018, a copy of the response can be found at the following link:

<http://lgpslibrary.org/assets/cons/nonscheme/20180207IR.pdf>



12.1.2 Officers were in discussions with LGA regarding the submission and had input via the LGA response which asks that appointed education administrator puts in place the appropriate safeguards to ensure that an insolvent institution does not result in its LGPS liabilities being met by other employers within the fund.

### **13. Skills and knowledge opportunities.**

#### **13.1 Training Events**

13.1.1 Section 248A of The Pensions Act 2004 as incorporated within The Pensions Regulator's Code of Practice (Governance and administration of public service pension schemes) requires all members of the Pensions Committee and Board to maintain the necessary skills and knowledge to undertake their role effectively.

13.1.2 In order to facilitate the acquisition of skills and knowledge for members of the Pension Committee and Board, appendix 1 lists all events that are deemed useful and appropriate.

13.1.3 Requests to attend events will be facilitated by the Governance Team. It may be necessary to restrict numbers of attendees on some courses through reasons of cost.

### **14. Policy Monitoring**

14.1 The below table demonstrates the policies that have been/will be reviewed in the 2018/19 financial year and the role of the board -

<b>Policy/Strategy</b>	<b>Status</b>	<b>Comments</b>	<b>Board Involvement</b>
Annual Business Plan and Medium Term Strategy	Completed	Presented at the March Pension Fund Committee Meeting and approved.	Post scrutiny – April 2018
Investment Strategy Statement – Statutory	Completed	Presented at the March Pensions Committee Meeting and approved.	Post scrutiny – July 2018
Conflicts of Interest Policy	Completed	Presented at the April Pension Fund Board Meeting and approved.	Board Policy - approved
Overpayments of Pension Policy	Completed	Presented at the May Pension Fund Committee Meeting and approved.	Post scrutiny – July 2018

Annual Report and Statement of Accounts	In progress	To be presented at the July AGM	Post scrutiny – scheduled for October 2018
Reporting Breaches of the Law to the Pensions Regulator Policy	In progress	To be presented at the October 2018 Pension Fund Committee meeting for approval.	Pre scrutiny – July 2018
Training Strategy	In progress	To be presented at the December 2018 Pension Fund Committee meeting for approval.	Pre scrutiny scheduled for October 2018
Cash Management Strategy	In progress	To be presented at the December 2018 Pension Fund Committee meeting for approval.	Pre scrutiny scheduled for October 2018
Data Improvement Plan	In progress	To be presented at the December 2018 Pension Fund Committee meeting for approval. New document.	Pre scrutiny scheduled for October 2018.
Risk Strategy	In progress	To be presented at the December 2018 Pension Fund Committee meeting for approval.	Post scrutiny scheduled for February 2019
Admitted Bodies, Scheme Employers and Bulk Transfer Payments	In progress	To be presented at the March 2019 Pension Fund Committee meeting for approval.	Pre scrutiny scheduled for February 2019

14.2 The following table shows the policies it has been deemed appropriate to review in 2019/20 –

Policy/ Strategy	Previously reviewed	Notes
Statement of policy about the discretionary functions – <b>Statutory</b>	2014	This policy only needs amending when there is a change to the Local Government Discretionary Regulations.
Funding Strategy Statement – <b>Statutory</b>	2016	To be reviewed in line with the 2019 actuarial valuation.
Actuarial Valuation Report – <b>Statutory</b>	2016	Actuarial Valuation scheduled for 2019 (triennial cycle)
Administration Strategy – <b>Statutory</b>	August 2017	Recently reviewed. Will be reviewed in line with Funding Strategy Statement.

Communication Strategy – <b>Statutory</b>	August 2017	Recently reviewed. Will be reviewed in line with Funding Strategy Statement.
Governance Policy and Compliance Statement – <b>Statutory</b>	October 2017	Full review carried out in 2017 to incorporate the impact of asset pooling. No fundamental changes have occurred since this time.
Anti-Fraud and Corruption Policy	October 2017	Recently reviewed and no required changes needed at this time.
Payment of Employee and Employer Contribution Policy	November 2017	Recently reviewed and no required changes needed at this time.

## 15. Relevant Pension Fund Objectives

Have robust governance arrangements in place, to facilitate informed decision making, supported by appropriate advice, policies and strategies, whilst ensuring compliance with appropriate legislation and statutory guidance. <i>Objective 1</i>
Manage the Fund in a fair and equitable manner, having regard to what is in the best interest of the Fund's stakeholders, particularly the scheme members and employers. <i>Objective 2</i>
Ensure the relevant stakeholders responsible for managing, governing and administering the Fund, understand their roles and responsibilities and have the appropriate skills and knowledge to ensure those attributes are maintained in a changing environment. <i>Objective 3</i>
Continually monitor and manage risk, ensuring the relevant stakeholders are able to mitigate risk where appropriate. <i>Objective 5</i>

## 16. Risk Implications

### a) Risk(s) associated with the proposal

Risk	Mitigation	Residual Risk
There is no risk associated with this report as it is a to note report.		Green

### b) Risk(s) associated with not undertaking the proposal

Risk	Risk Rating
That the Committee/Board are ill-informed about important consultations and changes affecting the Fund they are responsible for administering	Green

## 17. Finance & Resources Implications

### 17.1 Not applicable

## **18. Communication Implications**

<b>Training</b>	All staff involved in the administration of the LGPS are aware of the new legislation and the impact on the calculation and payment of benefits from the scheme.
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## **19. Legal Implications**

19.1 There are no legal implications connected to the contents of this report.

## **20. Consultation with Key Advisers**

20.1 There has been no requirement to consult with advisers over the content of this report.

## **21. Alternative Options Considered**

21.1 There are no alternative options to be considered.

## **22. Background Papers**

22.1 The Cambridgeshire privacy notice can be found on the LGSS Pensions website <http://pensions.northamptonshire.gov.uk/governance/information-governance/>

## **23. Appendices**

23.1 Appendix 1 List of training events/conferences.

<b>Checklist of Key Approvals</b>	
Is this decision included in the Business Plan?	Not applicable
Will further decisions be required? If so, please outline the timetable here	Not applicable
Is this report proposing an amendment to the budget and/or policy framework?	No
Has this report been cleared by Head of Pensions?	Mark Whitby – 11 June 2018

### Appendix 1 - Internal/External training and events 2018-2019

Date	Event	Training Credits	Target Audience	Website Link
7 February 2018	<b>LGSS Pensions Information Day</b>	2	Officers, Committee/ Board Members	In house ACCESS – appointment of operator
23 February 2018	Schroders Trustee Training (Part 1)	2	Officers, Committee/ Board Members	<a href="https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363">https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363</a> The programme is designed to cover a wide range of different asset classes and investment strategies, as well as how to manage some of the risks associated with them
26 February 2018	Local Pension Board – Spring Seminar	2	Board Members	<a href="https://www.barnett-waddingham.co.uk/events/2018/02/26/lgps-local-pension-board-members-spring-seminar">https://www.barnett-waddingham.co.uk/events/2018/02/26/lgps-local-pension-board-members-spring-seminar</a> The latest updates on governance and the LGPS, including a focus on key emerging issues. It will also provide opportunities for discussion on the issues you face and for networking with Board members from other funds
1–2 March 2018	LGC Investment Seminar	4	Officers, Committee/ Board Members	<a href="https://investmentseminar.lgcplus.com/">https://investmentseminar.lgcplus.com/</a> Keeping the LGPS affordable and accessible through austerity and uncertain times.
16 March 2018	Schroders Trustee Training (Part 2)	2	Officers, Committee/ Board Members	<a href="https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363">https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363</a> The programme is designed to cover a wide range of different asset classes and investment strategies, as well as how to manage some of the risks associated with them
9 May 2018	<b>CIPFA Skills and Knowledge Training Day</b>	4	Officers, Committee/ Board Members	In house/ AON Hewitt <ul style="list-style-type: none"> <li>• pensions legislation</li> <li>• public sector pensions governance</li> <li>• pensions administration</li> </ul>

21-23 May 2018	PLSA Local Authority Conference	4	Officers, Committee/ Board Members	<a href="https://www.plsa.co.uk/Events/Local-Authority-Conference">https://www.plsa.co.uk/Events/Local-Authority-Conference</a>
27 June 2018	LGPS Local Pension Boards Three Years on	2	Board Members	<a href="http://www.cipfa.org/training/l/lgps-local-pension-boards--three-years-on-20180627">http://www.cipfa.org/training/l/lgps-local-pension-boards--three-years-on-20180627</a>
4 July 2018	<b>CIPFA Skills and Knowledge Training Day</b>	tbc	Officers, Committee/ Board Members	In house/Mercer <ul style="list-style-type: none"> <li>financial markets and product knowledge</li> <li>financial services procurement and relationship management</li> </ul>
11–12 July 2018	Heywood Class Group AGM	4	Officers	<a href="https://www.aquilauk.co.uk/">https://www.aquilauk.co.uk/</a>
12-13 July 2018	LGC Pension Fund Symposium	4	Officers	<a href="https://pensionfund.lgcplus.com/">https://pensionfund.lgcplus.com/</a>
6-7 September 2018	LGC Investment Summit 2018	4	Officers, Committee/ Board Members	<a href="https://investmentsummit.lgcplus.com/">https://investmentsummit.lgcplus.com/</a>
12 September 2018	<b>CIPFA Skills and Knowledge Training Day</b>	tbc	Officers, Committee/ Board Members	In house/Hymans <ul style="list-style-type: none"> <li>actuarial methods, standards and practices.</li> </ul>
26 September 2018	Introduction to the LGPS	2	Officers, Committee/ Board Members	<a href="http://www.cipfa.org/training/i/introduction-to-the-lgps-20180926">http://www.cipfa.org/training/i/introduction-to-the-lgps-20180926</a> Aimed at new or inexperienced officers and elected members this course, based on the CIPFA knowledge and skills framework.
5 October 2018	<b>LGSS Pension Information Day</b>	2	Officers, Committee/ Board Members	In house – content to be confirmed.
12 October 2018	Schroders Trustee Training (Part 1)	2	Officers, Committee/ Board Members	<a href="https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363">https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363</a> The programme is designed to cover a wide range of different asset classes and investment strategies, as well as how to manage some of the risks associated with them

2 November 2018	Schroders Trustee Training (Part 1)	2	Officers, Committee/ Board Members	<a href="https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363">https://www.schrodersevents.co.uk/schroders/frontend/reg/thome.csp?pageID=474304&amp;eventID=1363&amp;traceRedir=2&amp;eventID=1363</a> The programme is designed to cover a wide range of different asset classes and investment strategies, as well as how to manage some of the risks associated with them
5-7 December 2018	LAPFF Annual Conference	4	Officers, Committee/ Board Members	<a href="http://www.lapfforum.org/events/lapff-conference/">http://www.lapfforum.org/events/lapff-conference/</a>
TBC	UBS First Steps Seminar	2	Officers, Committee/ Board Members	
TBC	UBS Second Steps Seminar	2	Officers, Committee/ Board Members	
20 – 21 November 2018	Pension Managers' Annual Conference	4	Officers	
TBC	PLSA Annual Conference	4	Officers, Committee/ Board Members	
13 February 2019	<b>LGSS Pension Information Day</b>	2	Officers, Committee/ Board Members	In house

Core training has been highlighted in the plan above. Future dates of the CIPFA modules will be distributed shortly and will also be classed as core training.