

## Appendix 1 – Changes between the existing and revised Cambridgeshire Pension Fund Training Strategy

The changes made on review have been made to restructure, strengthen and clarify the policy. The main changes are in the removal of assessments, combining the strategy for both Committee and Board members and reordered to a more logical structure.

Existing policy section	Title of section	Section and change in revised policy
1.	Introduction	<ul style="list-style-type: none"> <li>• <b>Removed</b> reference to training plans</li> <li>• <b>Inserted 1.7</b> clarification that the training strategy applies to Pension Fund Committee and Local Pension Board members. Officer skills and knowledge requirements will be managed through regular supervision meetings and the annual appraisal process.</li> </ul>
2.	Purpose of the Strategy	<ul style="list-style-type: none"> <li>• <b>Removed</b> 2.1.5</li> <li>• <b>Reordered</b> 2.2 is now section 3</li> </ul>
3.	Effective date	<ul style="list-style-type: none"> <li>• <b>Reworded</b> and <b>Reordered</b> now section 4 – policy review reference included</li> </ul>
4.	Review	<ul style="list-style-type: none"> <li>• <b>Reworded</b> and <b>Reordered</b> now section 5 - review period changed from annually to biannually.</li> </ul>
5.	Scope	<ul style="list-style-type: none"> <li>• <b>Removed</b> – clarification of who the policy applies to in the introduction</li> </ul>
6.	Delivery of Training	<ul style="list-style-type: none"> <li>• <b>Reordered</b> 6.1 is now section 12 - separated guidance and requirements from CIPFA, the Pensions Regulator and the Scheme Advisory Board from Cambridgeshire Pension Fund compliance requirements.</li> <li>• <b>Reworded</b> and <b>Reordered</b> 6.2 is now section 14.2</li> <li>• <b>Reworded</b> and <b>Reordered</b> 6.3 is now sections 13.6 and 13.7</li> </ul>

Existing policy section	Title of section	Section and change in revised policy
7.	Ongoing development	<ul style="list-style-type: none"> <li>• <b>Reworded</b> and <b>Reordered</b> 7.1 and 7.2 are now sections 16.1, 16.2 and 16.3</li> </ul>
8.	Training credits	<ul style="list-style-type: none"> <li>• <b>Reworded</b> and <b>Reordered</b> 8.1 and 8.2 are now sections 13.1 to 13.4</li> <li>• <b>Reworded</b> and <b>Reordered</b> table in 8.1 now section 13.5 - compulsory requirements, removal of assessments, 0.5 credit for training item at a meeting added, induction reading amended and self-assessment added in place of knowledge assessment.</li> <li>• <b>Removed</b> 8.3 - no assessments required under new policy</li> </ul>
9.	CIPFA Requirements	<ul style="list-style-type: none"> <li>• <b>Reordered</b> now in sections 6 to 8.</li> </ul>
10.	Guidance from the Scheme Advisory Board	<ul style="list-style-type: none"> <li>• <b>Reordered</b> 10.1 now sections 9.1 and 9.2</li> <li>• <b>Reordered</b> 10.2 now section 7.3</li> <li>• <b>Reordered</b> 10.3 now section 8.2 and 8.3</li> <li>• <b>Reordered</b> 10.4 now section 8.5</li> <li>• <b>Reordered</b> 10.5 now section 13.6</li> </ul>
11.	The Pensions Regulator	<ul style="list-style-type: none"> <li>• <b>Reordered</b> now section 10</li> </ul>
12.	Training records and certification	<ul style="list-style-type: none"> <li>• <b>Reworded</b> and <b>Reordered</b> now sections 14.1 and 14.2</li> </ul>
		<ul style="list-style-type: none"> <li>• <b>Added</b> the following sections – The Pensions Regulator 21<sup>st</sup> Century Trusteeship – Section 11, Markets in Financial Instruments Directive II – section 12, Meeting the Business Plan – section 13, Risk Management – section 19 and Reporting – section 20.</li> </ul>

