

Wales Pension Partnership Training Plan 2020/2021

Background and Introduction

WPP personnel must have:

- Appropriate knowledge and understanding of:
 - the regulations and markets relating to the Local Government Pension Scheme;
 - the pooling of Local Government Pension Funds; and
 - relevant investment opportunities.

The WPP's training plan is designed to supplement existing Constituent Authority training plans. Local level training needs will continue to be addressed by Constituent Authorities while the WPP training plan will offer training that is relevant to the WPP's pooling activities.

WPP personnel should obtain a degree of knowledge and understanding that ensures they are able to carry out their duties associated with the WPP.

WPP personnel should also be aware of the WPP's framework, beliefs, policies, governance matrix, the decision-making process and decision logging process.

It is suggested that new WPP personnel conduct formal introductory training to reach the level of knowledge set out above. Following any introductory training, personnel are expected to maintain their understanding of items set out above, completing any additional training as necessary.

To aid WPP personnel, the Host Authority will arrange quarterly training sessions which will cover major areas such as investments, administration, regulation requirements, Government guidance and market developments. Please note that the Host Authority will maintain a training plan log which will keep a record of all the training WPP personnel have completed to date and the training that is due to take place in the foreseeable future.

We have set out below a list of training topics which the Host Authority will arrange training for during the 2020/2021 financial year. The topics outlined below are based on the responses received from the 2019/20 WPP training requirements questionnaire. We note that this questionnaire will be issued to the Joint Governance Committee ('JGC') and Officers Working Group ('OWG') on an annual basis.

The WPP's training events will primarily focus on meeting the training needs of members of the OWG and JGC, however Constituent Authorities are encouraged to invite Pension Committee Chairs Members, as well as Pension Board Representatives if they believe that the training would be beneficial to these individuals.

Individual Training

It is important that individuals have, and maintain, an 'appropriate' level of knowledge and understanding of the activities relevant to their duties within the WPP.

It is best practice for individuals to review their own knowledge and understanding at least annually and undertake further learning for any areas that are identified as requiring further attention or development. Individuals should consider their learning requirements and record any training activity undertaken and inform the Host Authority, who will aid this process by issuing an annual training requirements questionnaire.

Training

Topic	Presenter / Training Host	Date
Monitoring		
<ul style="list-style-type: none"> Managing Conflict of Interest 	Hymans Robertson	Q1
<ul style="list-style-type: none"> Operator Monitoring 	Hymans Robertson	April – June 2020
<ul style="list-style-type: none"> Performance metrics (including RI metrics) 	Link / Russell Investments / Investment Managers & Hymans Robertson	
Market Understanding		
<ul style="list-style-type: none"> Progress of other LGPS pools 	Hymans Robertson & External Parties	Q2
<ul style="list-style-type: none"> Collaboration Opportunities 	Hymans Robertson & External Parties	July – September 2020
<ul style="list-style-type: none"> Climate Risk 	Hymans Robertson	
<ul style="list-style-type: none"> Assets Classes - Alternatives 	Link / Russell Investments / Investment Managers & Hymans Robertson	
Review Process		
<ul style="list-style-type: none"> Decision Logging 	Host Authority & Hymans Robertson	Q3
<ul style="list-style-type: none"> Identifying lessons to be learnt 	Host Authority & Hymans Robertson	October – December 2020
Regulatory Requirements		
<ul style="list-style-type: none"> Transparency Requirements 	Hymans Robertson & External Parties	Q4
<ul style="list-style-type: none"> Enacting guidance and regulation 	Hymans Robertson	January – March 2021