

Report for: Pensions Committee and Board – 24 July 2025

Item number:

Title: Pension Fund Annual Training Plan

Report authorised by: Taryn Eves, Director of Finance and Resources (Section 151 Officer)

Lead Officer: Jamie Abbott, Head of Pensions
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Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** Non Key Decision

1. Describe the issue under consideration

- 1.1. This report provides an update for the Pensions Committee and Board's consideration, regarding a Training Plan that outlines the learning and development framework for Pensions Committee and Board Members (PCB) and Senior Fund Officers of the Haringey Pension Fund for 2025/26. It aligns with the Training Policy approved in April 2022 and is structured around the eight Core Technical Areas defined in the 2021 CIPFA Knowledge and Skills Framework.
- 1.2. The report contains one appendix for the Pensions Committee and Board's consideration. Appendix 1 to this report, is a paper by the Independent Advisor which outlines the recommended approach for the Pensions Committee and Board plus senior fund officers to adopt regarding training.

2. Cabinet Member Introduction

- 2.1. Not applicable

3. Recommendations

The Pensions Committee and Board is recommended:

- 3.1. To note the Independent Advisor's report, appended as Appendix 1.
- 3.2. To approve the training plan for 2025/26 as set out in Appendix 1 to this report.

4. Reason for Decision

- 4.1. The delivery of effective and comprehensive training is essential to ensure that those responsible for the decision making and operation of the Pension Fund, have the necessary knowledge and skills to discharge their duties appropriately. This

paper recommends that a training plan be agreed that references the eight Core Technical Areas identified in the 2021 CIPFA Knowledge and Skills Framework.

5. Other options considered

5.1. Not applicable.

6. Background information

- 6.1. On 22 April 2022, the PCB approved the “Training Policy for Pension Committee and Board Members, and Senior Fund Officers of March 2022”. This set out the Haringey Fund policy regarding Local Government Pension Scheme (LGPS) knowledge and skills in respect of Members of the Pensions Committee and Board and Senior Officers of the Fund.
- 6.2. As at July 2025 the Training Policy of 2022 remains applicable and valid. Since 2022 the CIPFA Pensions Knowledge and Skills Framework has not been updated. While The Pensions Regulator Code of Practice No14 (issued in 2015) was replaced in March 2024 by The Pension Regulator General Code of Practice the Knowledge and Understanding requirements in this are essentially derived from Code of Practice No 14 which was taken into account by CIPFA in preparing their CIPFA Local Pension Boards: A Technical Knowledge and Skills.
- 6.3. The report sets out the Annual Training Plan for the 2025/26 period and includes an overview of the Training Policy approved in 2022. It outlines the delivery approach for the 2025/26 training programme, the mechanisms for monitoring and review, and the reporting and compliance requirements. Additionally, it details the steps for developing the Annual Training Plan for 2026/27.
- 6.4. The Annual Training Plan 2025/26 has been developed with reference to the eight Core Technical Areas (CTAs) outlined in the 2021 CIPFA Knowledge and Skills Framework. Training delivery will be achieved through a blended approach, incorporating the Hymans Robertson LGPS Online Learning Academy (LOLA), the Pensions Regulator’s online Public Service Toolkit, and internal training sessions led by Officers, the Investment Consultant, Fund Actuary, Independent Advisor, and other external providers. Additional learning opportunities will be provided through relevant external training events.

Proposed Internal Training

6.5. Table 1 shows the internal training sessions that are proposed for 2025/26:

Date	Training
24 July 2025	Actuarial Valuation Training (CTA 3) - Fund Actuary.

11 September 2025	Investment Training (CTA 6,7,8) – Investment Consultant/Independent Advisor.
1 December 2025	Annual Report, Accounting and Auditing (CTA 5) – Independent Advisor/Fund Officers.
17 March 2026	Pensions Administration and Communications (CTA 4) – Fund Officers.

7. Contribution to Strategic Outcomes

7.1. Not applicable

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance and Procurement

8.1. There are no immediate financial implications arising from this report.

Comments of the Director of Legal and Governance (Monitoring Officer)

8.2. The Director of Legal and Governance has been consulted on the content of this report. The Training Plan will enhance the members and officers capacity to understand pension issues and enable members of the PCB to make informed decisions.

Equalities

8.3. Not applicable

9. Use of Appendices

9.1. Appendix 9:Haringey training policy July 2025

10. Local Government (Access to Information) Act 1985

10.1. Not applicable.