

SURREY COUNTY COUNCIL

LOCAL PENSION BOARD



DATE: 28 JULY 2023

LEAD OFFICER: ANNA D'ALESSANDRO, DIRECTOR OF CORPORATE FINANCE AND COMMERCIAL

SUBJECT: CHANGE PROGRAMME UPDATE – QUARTER 2

SUMMARY OF ISSUE:

This paper details the Change Team Quarterly Report for the period April – Jun 2023. Previously this update was included in the Service Delivery report for historical reasons. Given the extended scope of the Team this is now presented to the Board separately.

RECOMMENDATIONS:

It is recommended that the Local Pension Board:

1. Note the content of this report and make recommendations to the Pension Fund Committee if appropriate.

REASON FOR RECOMMENDATIONS

The Public Sector Pensions Act 2013 requires Local Pension Boards to assist the Scheme Manager in securing compliance with the Local Government Pension Scheme (LGPS) Regulations and requirements imposed by the Pensions Regulator. This report provides the Board with insight into the activities of the Surrey pension function and furthers the successful collaboration of the Committee and Board in managing risk and compliance and promoting effective governance.

DETAILS:**Background**

1.
 - a) This paper details the following areas of interest.

Item	Number	Details
i)	New: One Pensions Team Dashboard	We have launched a dashboard that provides high level visibility, in 1 page, of <u>key</u> performance indicators for Service Delivery, Accounting & Governance, Investment & Stewardship, Change Management as well as providing an insight into our workforce. Note that some of the metrics are still in draft as we only have baseline data. The frequency of reporting is 3-6 months for some KPI's. Your

		feedback is most welcome. Please see ANNEXE CM 1
		A report on all 4 functions (ii-v) within Change Management can be found in ANNEXE CM2
ii)	Communications	The report in Annexe 2 outlines the work completed since our last update on our Amplifying our Presence plan.
		Copies of recent newsletters including Annual Benefit Statements, award submissions, media posts and progress updates on our new websites are detailed in ANNEXE CM 3
iii	Learning & Development	Since last reported we have launched 3 new training courses. The team have also focused efforts in development and launched a career pathway tool to aid in development and retention of our team. Personalised training plans for the Board and Committee members have been issued.
iv	Project Management	The status of continuous improvement projects which are ongoing in the Change Management Team is highlighted in ANNEXE CM 4 . The report introduces the formal Project Review Board which meets every 6 weeks.
v	Transformation	A summary of key activities in the Transformation space is noted including a workshop refreshing the principles of unity for partner funds in Border to Coast, the implementation of a SPT specific Pulse Survey (see ANNEXE CM 3) and a post Phase 2 Transformation review.

CONSULTATION:

2. The Chair of the Local Pension Board has been consulted on this report.

RISK MANAGEMENT AND IMPLICATIONS:

3. There are no risk management implications.

FINANCIAL AND VALUE FOR MONEY IMPLICATIONS

4. There are no financial implications.

DIRECTOR OF CORPORATE FINANCE AND COMMERCIAL COMMENTARY

5. The Director of Corporate Finance and Commercial is satisfied that all material, financial and business issues, and possibility of risks have been considered and addressed.

LEGAL IMPLICATIONS – MONITORING OFFICER

6. . There are no legal implications.

EQUALITIES AND DIVERSITY

7. There are no equality or diversity issues.

OTHER IMPLICATIONS

8. There are no potential implications for council priorities and policy areas.

WHAT HAPPENS NEXT

9. In the next quarter will across Change Management we will be working on a number of areas including the following highlights:
- a) Launching a series of Wellbeing & Development Lunch & Learn sessions.
 - b) Launching a Talking Talent development forum
 - c) Hosting a best industry practice session with likeminded funds to explore topics of mutual interest.
 - d) Launching a programme of Benchmarking to highlight best practice and look at our performance relative to the industry.

Contact Officer:
Nicole Russell, Head of Change Management

Consulted:
Local Pension Board Chair

Annexes:

- 1. One Pensions Team Dashboard
- 2. Update on Change Management Activities
- 3. Examples of Communications
- 4. Projects Updated

Sources/background papers:

None

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