

**SURREY COUNTY COUNCIL****LOCAL PENSION BOARD****DATE: 10 NOVEMBER 2023****LEAD OFFICER: ANNA D'ALESSANDRO, DIRECTOR OF FINANCE CORPORATE AND COMMERCIAL****SUBJECT: CHANGE PROGRAMME UPDATE – QUARTER 3****SUMMARY OF ISSUE:**

This paper details the Change Team Quarterly Report for the period July - September 2023.

**RECOMMENDATIONS:**

It is recommended that the Local Pension Board 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)	One Pensions Team Dashboard	Following feedback from the Board and recent Committee meeting we have made amendments to the Dashboard. We have simplified the People and Strategy areas and modified the Investment section of the Dashboard. It is important to note that the Dashboard is a live document and will update automatically as new data appears. This means that it could look different to other reports you see which are focused on a specific time frame. We are now pleased to

		show you the live interactive version which has been built in Tableau. The link to this can be found in the <a href="#">ANNEXE CM 1</a> . As always, your feedback is most welcome.
ii)	Communications	Over the last quarter the Communications team have sent out all planned communications within the agreed timelines as set out by the Communication policy. In addition, we have begun to implement the first stages of our Amplifying our Presence plan; with a particular focus on internal and employer comms. Our content produced for Pension Awareness Week was particularly well received by members, with over 400 interactions.
iii	Learning & Development	Since last reported we have launched 2 new training courses, with a further 4 under development. We have also delivered in-person training to ELT on Coaching Skills and have written a proposal on training schemes to be discussed at a forthcoming PSLT meeting. Staff accreditation options have been investigated and presented to the team in a Lunch & Learn session and Board and Committee training progress has been tracked against individual plans.
iv	Project Management	The Continuous Improvement Project Managers are currently managing 16 projects. All projects are currently on track apart from Banking Controls & Unit 4. Mitigation plans are in place and the programme of CI projects is reviewed on a 6-weekly basis. As part of forward planning, we are now identifying a list of our top 10 systems and processes to undergo value stream mapping.
v	Transformation	Since the last report the Transformation Team has been predominantly designing and implementing “Talking Talent” and Succession planning sessions as part of the continued roll out of our workforce strategy. These sessions are designed to invest in our people’s learning and development and to manage business continuity risks for business critical roles.  Additionally, we have launched a “Lunch & Learn” programme which has proved very successful. The topics include technical but also wellbeing topics on alternate weeks.

**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 FINANCE, CORPORATE 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 across Change Management, we will be primarily focused on reviewing our strategic plan in depth plans for Year 2 and investigating how we can further improve our governance structure. The Comms team will focus on the launch of a new Surrey Pension Fund member website. Learning & Development are looking forward to creating Cyber Security Training as a result of a recent audit finding and repeating the internal Staff Pulse Survey.

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**Contact Officer:**  
**Nicole Russell, Head of Change Management**

**Consulted:**  
Local Pension Board Chair

**Annexes:**

One Pensions Team Dashboard – Annexe 1

**Sources/background papers:**

None

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