

Note from Good Governance seminar 26 February 2025

SLGPS SAB 2025-02

The Scottish Local Government Pensions Scheme Advisory Board held a 'Good Governance' seminar to improve knowledge, share ideas and best practice, and provide an opportunity to network with other LGPS Pension Funds.

Clare Scott, independent adviser led the session held in Edinburgh on 26th February, from 10.30am to 3pm at The Edinburgh Training and Conference Venue. There were also speakers from The Pensions Regulator and the English & Welsh LGPS Scheme Advisory Board.

Summary of discussion

Towards the end of the event some of the emerging challenges, mitigations and benefits for the board that were discussed along with potential areas for the SAB to explore. These have been noted below:

Challenges

- Succession planning and efforts to main continuity to better manage the potential turnover of board members.
- Resource Demand it places on members in terms of time and availability.
- Complex landscape very cluttered and the subject matter remains heavily regulated in complex legislation.

Mitigations

- Potentially look at the role of chair, members, and substitute members
- The lead in time for papers as well as the process and timeline for reviewing discussion and or decision papers.
- Training for new starts and existing members to offer continuous support and support high standards of compliance and quality. For example:
 - Create a start-up induction pack! (See example from Borders)
 - Improve understanding between difference of board and committee.
 - Review materials at regular intervals so they remain up to date.
 - Improve understanding of wider UK issues, for example, whether the good governance review outcomes should be or should not be adopted in Scotland.

Benefits

- There is currently a strong level of engagement with Services.
- The role of the PMO in supporting the board.
- Training events are increasingly well received and attended, delegates would prefer further events like the Good Governance seminar, and opportunity to build on these.
- The Peer Support Role works well and should be continued.

Potential areas for the SAB to explore

- To share information and good practice
- Prepare horizon scanning that looks at England and Wales developments – to be added to the SAB agenda.
- To develop a standardised and best induction pack, learning from existing examples where appropriate.
- Review the scheme of delegation and terms of reference of the Board.