

PWYLLGOR	PWYLLGOR PENSIYNAU
DYDDIAD	29 MEHEFIN 2009
TEITL	TREFNIADAU LLYWODRAETHU AR GYFER CRONFEYDD PENSIWN
PWRPAS	I HYSBYSU AELODAU O'R YMGYNGHORIAD AR Y DREFN LLYWODRAETHU
AWDUR	MARINA PARRY OWEN, SWYDDOG PENSIYNAU A BUDDSODDIADAU

1. Mae Adran y Cymunedau a Llywodraeth Leol wedi cyhoeddi dogfen ymgynghorol yn ymwneud a threfniadau llywodraethu cronfeydd pensiwn llywodraeth leol, a'r amcan yw ceisio cael hyd i'r ffordd oraf i ymestyn cynrychiolaeth a safonau llywodraethu y cronfeydd (Gweler Atodiad A).
2. Mae'r papur yn amlinellu canlyniadau gwaith craffu'r Adran ar Ddatganiadau Polisi Llywodraethu y mae gofyn i Gronfeydd Pensiwn Llywodraeth Leol (CPLIL) eu paratoi. Pwrpas yr ymarferiad yma oedd i geisio asesu sut yr oedd polisiau llywodraethu pob cronfa yn mesur yn erbyn yr egwyddorion ymarfer gorau ac i geisio adnabod meysydd ble roedd angen mwy o waith.
3. Bellach mae'r rhaid i Gronfeydd Pensiwn fesur eu cydymffurfiad yn erbyn yr egwyddorion ymarfer gorau canlynol:
 - Strwythur;
 - Aelodaeth y pwyllgor a chynrychiolaeth;
 - Dewis aelodau lleyg a'u swyddogaeth;
 - Pleidleisio;
 - Hyfforddiant/Amser i Ffwrdd/Treuliau;
 - Cyfarfodydd (amlder/cworwm);
 - Mynediad;
 - Sgop; a
 - Chyhoeddusrwydd.

Mae copi o Ddatganiad Polisi Llywodraethu cyfredol Gwynedd i'w weld yn Atodiad B.

4. Mae'r adolygiad cychwynol gan yr Adran yn awgrymu bod cydymffurfiad yn erbyn y safonau o ymarfer gorau ar draws y wlad yn uchel iawn. Mae cydymffurfiad yn dda iawn mewn rhai meysydd megis strwythur, cynrychiolaeth a dewis aelodau lleyg a'u swyddogaeth. Roedd tua 96% o awdurdodau gyda rhyw fath o gynrychiolaeth yn eu trefniadau llywodraethu ffurfiol.
5. Fodd bynnag, roedd rhai meysydd ble 'roedd diffyg cynnydd, er engraifft hyfforddiant, amser i ffwrdd a threuliau. Er bod tystiolaeth sy'n dangos bod rhywfaint o gynnydd wedi bod, mae yna le i gredu mai dim ond ar gyfer aelodau etholedig y mae hyfforddiant ffurfiol yn cael ei ddarparu a dim ar gyfer aelodau

lleyg. Hefyd mae na absenoldeb o bolisiau clir ynglyn ag amser i ffwrdd a thalu treuliau.

6. Mae'r llythyr yn gofyn i'r rhai a ymgynghorir a hwynt i ystyried pa gamau y gellir eu cymeryd er mwyn cydymffurfriad yn bennaf gyda'r egwyddorion canlynol:
 - hyfforddiant ac amser i ffwrdd ar gyfer pawb sy'n gysylltiedig a'r drefn ddemocratig a stiwardiaeth;
 - ymestyn dealltwriaeth cynghorwyr newydd yn ogystal ag aelodau sydd heb eu hethol a rhai sy'n cymryd rhan mewn pwyllgorau;
 - i ddarparu modd arall o gyfathrebu a chynrychiolaeth yn yr eithriadau hynny ble nad ydi aelodau'r cynllun yn cael cynrychiolaeth ar y pwyllgor.
7. Mae Adran y Cymunedau a Llywodraeth Leol yn gwahodd y rhai a ymgynghorir a hwynt i ymateb i'r ymgynghoriad erbyn 30 Medi 2009, gyda'u barn ynglyn ag ymestyn cynrychiolaeth a safonau llywodraethu y cronfeydd.
8. Nid yw'n ymddangos i mi fod yna lawer pellach y gellir ei gyflwyno o ran sylwadau gan fod y pwyllgor eisoes wedi penderfynu peidio ag ymestyn cynrychiolaeth ar y pwyllgor ac wedi cytuno arbrofi gyda chyfarfodydd anffurfiol ar gyfer rhanddeiliaid, ac awgrymir fod angen i ni weld sut y mae rhain yn gweithio cyn ystyried beth pellach sydd angen ei wneud yn y maes yma. Fodd bynnag, efallai y bydd gan aelodau'r pwyllgor sylwadau yr hoffent eu cyflwyno.

MEETING	PENSIONS COMMITTEE
DATE	29 JUNE 2009
TITLE	GOVERNANCE ARRANGEMENTS FOR PENSION FUNDS
PURPOSE	TO INFORM MEMBERS OF THE CONSULTATION ON GOVERNANCE ARRANGEMENTS
AUTHOR	MARINA PARRY OWEN, PENSIONS AND INVESTMENTS OFFICER

1. The Department for Communities and Local Government has published a consultation document in relation to governance arrangements for Local Government Pension Funds, the aim of which is to try and find the best way of extending representation and the standards of governance of these funds (See Appendix A).
2. The paper highlights the results of its scrutiny of the Governance Policy Statements which Local Government Pension Funds are required to prepare. The purpose of the exercise was to assess the extent to which each fund's governance policies measured up to the best practice standards and to identify areas where further work was necessary.
3. Pension Funds now have to measure their compliance against the following best practice principles :
 - Structure;
 - Committee membership and representation;
 - Selection and role of lay members;
 - Voting;
 - Training/Facility Time/Expenses;
 - Meetings (frequency/quorum);
 - Access;
 - Scope; and
 - Publicity.

A copy of Gwynedd's current Governance Policy Statement is shown in Appendix B.

4. An initial review suggests that compliance against the best practice principles is significantly high. Compliance is very good in some areas such as Structure, Representation and Selection and the Role of Lay Members. It notes that around 96% of authorities now have some level of representation in their formal governance arrangements.
5. However, there are some areas where there is a lack of progress, for example Training, Facility Time and Expenses. Although there is evidence of some progress

being made, there is a belief that formal training is for elected members only, not for lay members. There is also an absence of clear policies regarding facility time and the payment of expenses.

6. The letter asks consultees to consider what steps could be taken to achieve compliance with the principles especially regarding the following:
 - training and facility time for all those involved in the democratic process around LGPS stewardship.
 - extending the knowledge base of new councillor members as well as existing non-elected and committee participants;
 - to provide an alternative method of communication and representation in those instances where scheme members were not represented on the committee.
7. The Department for Communities and Local Government is inviting consultees to respond to the consultation by the 30 September 2009, with their opinion on extending representation and the standards of governance of these funds.
8. It does not appear that there is much more for us to say on the matter as the Committee has already decided not to extend committee representation and has decided to experiment with informal meetings of stakeholders, and it is suggested that we need to see how these will work before considering what more needs to be done in this area. However members may have observations which they would like to submit..



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LGPS interests in England and Wales

Atodiad A / Appendix A

13 May 2009

Dear Colleague,

LOCAL GOVERNMENT PENSION SCHEME

1. Local Government Pension Scheme interests in England and Wales are familiar with the consistent approach taken by the Government for some time on the question of representation and Scheme member involvement in and around the decision cycle of the Scheme's operation, and particularly the governance of its pension funds.

Background

2. The management and investment of the Scheme's pension funds' assets remains at the highest standard, both in terms of overall legal compliance with the extant regulatory framework and with published departmental statutory guidance. To maintain that important high, transparent standard, Ministers have requested that informal soundings now be taken with Scheme interests to consider the scope for any further initiatives which could reinforce both the important progress which has already been made on extending representation and standards of governance, and whether and how best to extend it.
3. This letter, therefore, reminds Local Government Pension Scheme administering authorities in England and Wales of:-
 - the current statutory position regarding their responsibilities for the management and investment of their pension funds (paragraphs 5 - 8);
 - the extent and purpose of existing statutory guidance, including its principal messages (paragraphs 9 – 10),
 - the current extent of compliance with the extant guidance issued in October 2008, (paragraphs 11 - 14); and

requests that authorities, in continuing to act responsibly and constructively within the above framework, consider the best means of extending their already high levels of member and other non-elected stakeholders' participation and active involvement in the governance of the existing regulatory framework.

4. Responses are requested no later than 30 September 2009.

Current statutory framework and responses from administering authorities

5. Elected councillors have comprehensive legal responsibilities for the prudent and effective stewardship of LGPS funds and, in more general terms, have a clear fiduciary duty regarding the performance of these functions. Although there is no one single model in operation throughout the 89 LGPS fund authorities in England and Wales, most funds are managed by a formal committee representing the political balance of that particular administering authority. Under section 101 of the Local Government Act 1972, a local authority can delegate their pension investment functions to the Council, committees, sub-committees or officers, but there are a small number of LGPS fund authorities which are legally not local authorities and who therefore have their own arrangements.
6. Under section 102 of the Local Government Act 1972, it is for the appointing council to decide upon the number of members of a committee and their terms of office. They may include committee members who are not members of the appointing council and such members may be given voting rights by virtue of section 13 of the Local Government and Housing Act 1989. On this basis, it is open to pension committees to include representatives from district councils as voting members on the committee, and also to include trade union and other lay member representatives, with or without voting rights, provided that they are eligible to be committee members. The eligibility rules are set out in section 15 of the Local Government and Housing Act 1989.
7. Although administering authorities with responsibilities for LGPS pension funds are able to delegate functions to individual officers of the authority, to sub or joint – committees, or to authorised external fund managers, it is the case that policy and final investment decisions and general stewardship of the fund sit with the main pensions or investment committee. Under the Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 (as amended), decision-making committees must have regard to a wide range of statutory responsibilities, including:-
- except where investments are managed in-house, the duty to appoint one or more authorised investment managers to manage and invest monies on their benefit;
 - to take proper advice in making investment decisions;
 - to invest monies in a wide variety of investments;
 - to have regard to the suitability of investments;
 - to ensure that investments comply with the authority's Statement of Investment Principles (SIP);
 - to monitor and review external investment manager's performance;
 - to ensure that investments fall within the prescribed limits; and
 - to prepare, publish and maintain the authority's SIP (including Myners' compliance statement); Funding Strategy Statements (FSS); Pension Fund Annual Report (with

effect from December 2009); Communications Policy Statement and Governance Compliance Statement.

8. In addition to these core statutory responsibilities, LGPS pension fund administering authorities are also subject to general local government law on the way in which they conduct their affairs; to manage potential areas of conflict; and to exercise their duty of care to those who bear the financial and investment risks of the Scheme. Pension fund authorities also bear a responsibility, on behalf of scheme members and beneficiaries, to ensure that the Scheme is managed effectively and efficiently on their behalf. In more general terms, authorities are responsible for a wide range of important decisions relating to the management and actuarial valuation of LGPS funds under part 4 of the Local Government Pension Scheme (Administration) Regulations 2008 (as amended).

The Extent and Purpose of Governance Statutory Guidance

9. Following a previous governance initiative in 2006, statutory guidance was issued by the department to administering authorities and other stakeholders in November 2008 to assist authorities in the preparation and publication of their Governance Compliance Statements, as required by regulation 31 of The Local Government Pension Scheme (Administration) Regulations 2008 (as amended). The purpose of the exercise was to assess the extent to which each authorities' governance arrangements measured up to best practice standards and to identify those areas where further work was necessary to ensure consistent best practice across all 89 pension fund authorities in England and Wales.
10. The best practice principles on governance, against which, authorities have now been required to measure their compliance. In particular, administering authorities are now required to measure their compliance are:-
 - Structure;
 - Committee membership and representation;
 - Selection and role of lay members;
 - Training/facility time/expenses;
 - Meetings (frequency/quorum);
 - Access;
 - Scope; and
 - Publicity.

Governance compliance results

11. The statutory arrangements regarding compliance measurement of governance policies and arrangements against a clear set of established best practice principles its has two purposes. First, to send out a clear policy signal as to the standard of governance expected of Scheme pension fund administering authorities and second, to identify any specific areas of weakness in specific authorities where further action may be necessary to ensure consistency across the Scheme as a whole.

12. The statements returned to the Department are comprehensive and detailed and it will be another month or so before the full results and outcomes will be available. In the meantime, it is hoped that the following summary, based on an initial review of all 89 statements, will help recipients of this letter to prepare their responses.
13. In overall terms, compliance against the nine best practice principles was significantly high, with 11 out of the 17 individual marking points scoring 80%, or higher. Particularly strong areas included Structure; Representation and Selection and the Role of Lay Members, with very welcome significant progress being made since the 2006 survey (see Annex B of the CLG Statutory Guidance issued in November 2008 in “What’s New 2008” section at <http://ww.xoq83.dial.pipex.com>). Since then, the number of pension fund authorities with no scheme member representation in their formal governance arrangements has fallen from 11 to just 3 meaning that some 96% of Scheme authorities now have some level of representation. This is a clear indication of substantive progress and LGPS administering authorities can be congratulated on the steps taken.
14. However, the picture is less positive when Training, Facility Time and Expenses are considered. Although the evidence suggests that some progress is being made in this area, there are indications that there remains a lack of clarity about where responsibility, in particular for the training of lay members, rests and a belief that formal training is regarded as a matter for elected members only. In other cases, attendance at committees is often hindered by the absence of any clear policy regarding the award of facility time, or the payment of expenses. The general conclusion to emerge is that whilst significant progress has been made in recent years to see representative governance structures in place, there is still work to be done on raising the quality of some of the associated arrangements.

Next steps challenge

15. It would be helpful therefore, if consultees could specifically consider, what steps could be taken to achieve consistency across the Scheme to match the standards set out in the statutory guidance, especially regarding training and facility time for **all** those involved in the democratic process around LGPS stewardship. Capacity building for existing involved councillors and others is clearly important, and so too is the need to expressly extend the knowledge base of new councillor members of fund committees **as well as** existing new non-elected **and** committee participants. Several training events are available. For example, the LGE provides specific events of high quality and a number of very useful pension conferences also provide very good introductory and advanced material for elected members and other members of investment committees.
16. Part 2/F of the Department’s 2008 statutory guidance sets out the need for pension fund authorities to provide some alternative method of communication and representation in those instances where scheme members were not represented on their main committee, sub-committee or advisory panel. A small number of administering authorities were unable to meet this aim. More remains to be done, therefore, to ensure that key stakeholders can be much more actively involved in the wider governance framework and particularly, where a place in the committee-

structure itself has not been made available. There are some first rate local examples of such initiatives available and administering authorities may wish to consider these if they decide to explore the merits of various local options. This is a real opportunity for the well established practice of most Scheme authorities to be logically extended to the whole of the LGPS, initially at least on a voluntarily basis.

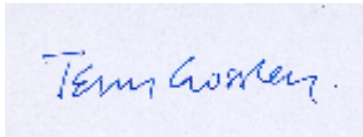
17. There is clear emerging evidence now that there should be a focus much more towards the quality of engagement with scheme member representatives and other lay members. This should help to extend the opportunities for real stakeholder involvement and, where there is already a good degree of active involvement, even to improve current standards.
18. The various surveys undertaken by the Department demonstrate that significant progress has been made in getting the right structures in place and, in the overwhelming majority of cases, ensuring that scheme members are able to take a full and active part in proceedings. This involvement is essential and to be welcomed. However, several specific areas that can be extended, as described above, have been identified. The Department now wishes to explore with Scheme interests the most appropriate ways of achieving improvements in those areas quickly and effectively.
19. There is a real opportunity now to encourage a better understanding of the Scheme among its membership, to demystify some of its structures and to explain to Scheme members and their representatives the key tenets of the Scheme, its funding, costs and benefit structure. The Scheme's operation, including aspects such as its new cost-sharing mechanism, all need very careful understanding so there are wider than simply investment issues to be brought forward.
20. Recipients in considering their response may wish to take account of the publication of the latest set of Myners' investment principles published by the government in November 2008 when considering and framing their response. The reports' principles are now being assessed by the Department to see whether and how far they need to be revised to reflect the special circumstances of the LGPS; it is hoped draft details will be published shortly.
21. **Your views are now invited on how best to take forward the next stage of work on Scheme governance designed to extend the current high standards of governance and involvement and to see where and how future improvements can be made in the interests of all stakeholders.**

Responses

22. Consultees are invited, therefore, to respond by 30 September 2009 with their assessments of any further opportunities to extend current levels of participatory involvement in LGPS governance. Ministers will wish subsequently to consider how best to translate any measures and proposals for best practice and experience into either a new regulatory format, or one based on further guidance – statutory, or otherwise.

23. The Department remains very willing to discuss specific proposals with stakeholders within the timeframe of this consultation exercise. In addition, it is intended as a stimulus to future action to contact selected Scheme administering authorities to discuss their current and future policy, and how this is locally to be managed in those authorities.
24. Please send all responses to Richard McDonagh here using the following contact details: Richard McDonagh, WPP4, Zone 5/F6, Communities and Local Government, Eland House, Bressenden Place, London SW1E 5DU, or via email at richard.mcdonagh@communities.gsi.gov.uk , telephone number 020 7944 4730.

Yours sincerely,

A rectangular area containing a handwritten signature in blue ink that reads "TBJ Crossley".

TBJ CROSSLEY

Enc. List of consultees

Atodiad B

CRONFA BENSIWN GWYNEDD DATGANIAD CYDYMFFURFIAD A'R DREFN LYWODRAETHOL

Egwyddor A – Strwythur

a)	Mae rheolaeth dros weinyddu buddion â rheolaeth strategol asedau'r gronfa yn disgyn ar y prif bwyllgor a sefydlwyd gan y cyngor penodedig.
Mae Cyngor Gwynedd yn cydymffurfio'n llawn gyda'r egwyddor yma.	
b)	Bod cynrychiolwyr o gyflogwyr sy'n rhan o'r CPLIL, o'r cyrff a ganiateir ag aelodau'r cynllun (gan gynnwys pensiynewyr ac aelodau gohiriedig) yn aelodau ar unai'r prif neu'r ail bwyllgor, a sefydlwyd i ategu gwaith y prif bwyllgor.
Mae Cronfa Gwynedd yn rhannol gydymffurfio gyda'r egwyddor yma. Mae cynrychiolwyr o ddau gyflogwr sy'n rhan o'r CPLIL, yn aelodau ar y prif bwyllgor. Ar hyn o bryd, er mwyn ceisio cadw pwyllgor cymharol fychan i adolygu perfformiad y rheolwyr mewn modd effeithiol, does dim cynrychiolaeth o'r cyrff a ganiateir nag aelodau'r cynllun ar y pwyllgor. Gan fod yr addewid o bensiwn yn cael ei ddiffinio mewn deddfwriaeth ar gyfer aelodau'r cynllun, hyd yn hyn ni ystyrir bod gweithrediad y Pwyllgor yn gwrthdaro gyda'u buddiannau, felly nid ydym wedi cynnig cynrychiolaeth iddynt.	
c)	Ble mae ail bwyllgor neu banel wedi ei sefydlu, mae'r strwythur yn sicrhau cyfathrebu effeithiol rhwng y ddau lefel.
Does dim ail bwyllgor na phanel yn bodoli.	
d)	Ble mae ail bwyllgor neu banel wedi ei sefydlu, bod o leiaf un sedd ar y prif bwyllgor wedi ei glustnodi ar gyfer aelod o'r ail bwyllgor neu banel.
Does dim ail bwyllgor na phanel yn bodoli.	

Egwyddor B – Cynrychiolaeth

a)	Dylai pob rhanddeiliad allweddol gael cynnig y cyfle i gael eu cynrychioli ar strwythur y prif neu'r ail bwyllgor. Mae'r rhain yn cynnwys :- i) awdurdodau cyflogi (gan gynnwys cyflogwyr di-gynllun, ee cyrff a ganiateir; ii) aelodau'r cynllun (gan gynnwys aelodau gohiriedig â phensiynewyr y cynllun); iii) lle'n berthnasol, sylwedyddion proffesiynol annibynnol; ac iv) ymgynghorwyr arbenigol (ar sail ad-hoc).
Cydymffurfio'n rhannol. Mae gennym gynrychiolaeth o awdurdodau cyflogi CPLIL ar y prif bwyllgor, a hefyd mae gennym ymgynghorydd arbenigol annibynnol (ar sail ad-hoc). Fodd bynnag nid oes aelodaeth wedi cael ei roi i aelodau'r cynllun nac i sylwedyddion proffesiynol annibynnol.	

b)	Ble mae aelodau lleyg yn eistedd ar y prif neu'r ail bwyllgor, eu bod yn cael eu trin yn gyfartal yn nhermau cael gweld papurau, cael mynd i gyfarfodydd, cael hyfforddiant ac yn cael cyfle i gyfrannu'n llawn yn y broses penderfynu, gyda neu heb hawl pleidleisio.
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Does dim aelodau lleyg yn eistedd ar y Pwyllgor (gweler Rhan A (b) uchod).

Egwyddor C – Dewis Aelodau Lleyg a'u Swyddogaeth

a)	Bod aelodau'r pwyllgor neu banel yn hollol ymwybodol o'r statws, rôl a'r swyddogaeth y mae disgwyl iddynt gyflawni ar unai'r prif neu ail bwyllgor.
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Cydymffurfio'n llawn. Mae cyfrifoldebau'r aelodau, fel a'u nodir yn y Datganiad Polisi Llywodraethu, yn cael ei wneud yn glir iddynt.

b)	Ar ddechrau unrhyw gyfarfod, gwahoddir aelodau'r pwyllgor i ddatgan unrhyw fuddiant cyllidol neu ariannol sy'n ymwneud â materion penodol ar y rhaglen.
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Mae Cyngor Gwynedd yn cydymffurfio'n llawn gyda'r egwyddor yma.

Egwyddor D – Pleidleisio

a)	Mae polisi awdurdodau gweinyddol unigol ar hawliau pleidleisio yn glir a thryloyw, gan gynnwys y cyfiawnhad dros beidio ag ymestyn hawliau pleidleisio i bob corff neu grwp sy'n cael ei gynrychioli ar brif bwyllgorau'r CPLIL.
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Mae gan y Pwyllgor Pensiynau 9 aelod, ple mae 7 ohonynt yn aelodau etholedig o Gyngor Gwynedd (gyda hawl pleidleisio) ag 1 cynrychiolydd yr un o ddau gyflogwr sy'n rhan o'r CPLIL (heb hawl pleidleisio). Mae'r Cyngor wedi penderfynu o dan adrannau (13)(1)(a) a (2)(a) o Ddeddf Llywodraeth Leol a Thai 1989, bod person sydd yn aelod o bwyllgor a benodwyd gan yr awdurdod o dan Ddeddf Pensiwn 1972 ond sydd ddim yn aelod o'r awdurdod hwnnw, yn cael ei drin fel aelod dibleidlais ar y pwyllgor, er mwyn sicrhau bod yr hawl pleidleisio yn aros gydag aelodau'r Cyngor sydd gyda'r cyfrifoldeb eithaf dros weithredoedd y Pwyllgor.

Egwyddor E – Hyfforddiant/Amser i ffwrdd/Treuliau

a)	Mewn perthynas â'r ffordd y mae penderfyniadau statudol a pherthynol yn cael eu cymryd gan yr awdurdod gweinyddol, bod polisi clir ar hyfforddiant, amser i ffwrdd o'r gwaith ac ad-dalu treuliau ar gyfer aelodau sydd ynghlwm yn y broses penderfynu.
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Cydymffurfio'n llawn.

b)	Ble mae polisi o'r fath yn bodoli, ei fod yn llawn berthnasol i holl aelodau'r pwyllgorau, is-bwyllgorau, paneli ymgynghorol neu unrhyw ffurf arall o fforwm eilradd.
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Mae'r polisi yn berthnasol i holl aelodau'r Pwyllgor.

c)	Bod yr awdurdod gweinyddol yn ystyried mabwysiadu cynlluniau hyfforddi blynyddol i aelodau'r pwyllgor a chadw cofnod o bob hyfforddiant o'r fath y meint yn ei fynychu.
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Mae Cronfa Gwynedd yn rhannol gydymffurfio gyda'r egwyddor yma gan ei fod yn cofnodi holl hyfforddiant y pwyllgor ac yn ystyried yr anghenion hynny o bryd i'w gilydd ond nid oes yna gynllun hyfforddi blynyddol.

Egwyddor F – Cyfarfodydd (Amlder/cworwm)

a)	Bod prif bwyllgor neu bwyllgorau'r awdurdod gweinyddol yn cyfarfod o leiaf bob chwarter.
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Cydymffurfio'n llawn.

b)	Bod ail bwyllgor neu banel yr awdurdod gweinyddol yn cyfarfod o leiaf ddwywaith y flwyddyn ac wedi eu cydamseru gyda'r dyddiadau y mae'r prif bwyllgor yn cyfarfod.
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Does dim ail bwyllgor na phanel yn bodoli.

c)	Bod awdurdod gweinyddol sydd ddim yn cynnwys aelodau lleyg yn eu trefniadau llywodraethu ffurfiol, yn trefnu fforwm y tu allan i'r trefniadau yma er mwyn i fuddiannau'r prif randdeiliaid gael eu cynrychioli.
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Pob mis Gorffennaf, bydd Cyfarfod Blynyddol o'r Gronfa Bensiwn yn cael ei gynnal. Mae cyflogwyr a chynrychiolwyr y gweithwyr yn cael eu gwahodd i'r cyfarfod, a gallent gwestiynu'r Pwyllgor, swyddogion yr awdurdod gweinyddol, yr ymgynghorwyr buddsoddi neu reolwyr y Gronfa ar faterion sy'n ymwneud â pherfformiad y Gronfa, gweinyddiad y Gronfa â/neu faterion pensiwn yn gyffredinol.

Egwyddor G – Mynediad

a)	Yn amodol ar unrhyw reol yng nghyfansoddiad y cyngor, bod gan holl aelodau'r prif a'r ail bwyllgor neu banel, yr un mynediad at bapurau pwyllgor, dogfennau â chyngor sydd yn cael eu hystyried mewn cyfarfodydd o'r prif bwyllgor.
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Mae Cyngor Gwynedd yn cydymffurfio'n llawn gyda'r egwyddor yma.

Egwyddor H – Sgôp

a)	Bod awdurdodau gweinyddol wedi cymryd camau i ddod a materion eang y cynllun o fewn eu trefniadau llywodraethu.
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Mae'r Pwyllgor Pensiynau yn ystyried yr holl faterion sydd yn ymwneud â Chynllun Pensiwn Llywodraeth Leol.

Egwyddor I - Cyhoeddusrwydd

a	Bod awdurdodau gweinyddol yn cyhoeddi manylion eu trefniadau llywodraethu mewn modd y gall rhanddeiliaid sydd â diddordeb yn y ffordd mae'r cynllun yn cael ei reoli, ddatgan eu diddordeb mewn bod yn rhan o'r trefniadau hynny.
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Mae'r Datganiad Polisi Llywodraethu ar gael yn adroddiad blynyddol y Gronfa Bensiwn.

**GWYNEDD PENSION FUND
GOVERNANCE COMPLIANCE STATEMENT**

Principle A – Structure

a)	The management of the administration of benefits and strategic management of fund assets clearly rests with the main committee established by the appointing council.
Gwynedd Council is fully compliant with this principle.	
b)	That representatives of participating LGPS employers, admitted bodies and scheme members (including pensioner and deferred members) are members of either the main or secondary committee established to underpin the work of the main committee.
Gwynedd Council is partly compliant with this principle. Representatives from two participating LGPS employers are members of the main committee. Currently there is no representation from admitted bodies or scheme members in order to retain a relatively small committee which can review manager performance in an effective manner. As the pension promise is defined by legislation for scheme members, the actions of the Committee have not hitherto been considered to impinge upon their interests and thus no representation has been afforded.	
c)	That where a secondary committee or panel has been established, the structure ensures effective communication across both levels.
No secondary committee or panel exists.	
d)	That where a secondary committee or panel has been established, at least one seat on the main committee is allocated for a member from the secondary committee or panel.
No secondary committee or panel exists.	

Principle B – Representation

a)	That all key stakeholders are afforded the opportunity to be represented within the main or secondary committee structure. These include :- i) employing authorities (including non-scheme employers, e.g., admitted bodies); ii) scheme members (including deferred and pensioner scheme members), iii) where appropriate, independent professional observers, and iv) expert advisors (on an ad-hoc basis).
Partly compliant. We do have LGPS employing authority representation on the main committee, and we also have an expert independent advisor (on an ad-hoc basis). However, no scheme members or independent professional observers are given membership.	

b)	That where lay members sit on a main or secondary committee, they are treated equally in terms of access to papers and meetings, training and are given full opportunity to contribute to the decision making process, with or without voting rights.
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No lay members sit on the Committee (see Part A (b) above).

Principle C – Selection and Role of Lay Members

a)	That committee or panel members are made fully aware of the status, role and function they are required to perform on either a main or secondary committee.
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Fully compliant. All members are made clear of their responsibility as laid out in the Governance Policy Statement.

b)	That at the start of any meeting, committee members are invited to declare any financial or pecuniary interest related to specific matters on the agenda.
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Gwynedd Council is fully compliant with this principle.

Principle D – Voting

a)	The policy of individual administering authorities on voting rights is clear and transparent, including the justification for not extending voting rights to each body or group represented on main LGPS committees.
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The Pensions Committee is comprised of 9 members, 7 of whom are elected members of Gwynedd Council (with voting rights), and 1 representative from each of the other two participating LGPS employers (with no voting rights). The Council has decided that under sections (13)(1)(a) and (2)(a) of the Local Government and Housing Act 1989, a person who is a member of a committee appointed by the authority under the Superannuation Act 1972 but who is not a member of that authority, shall be treated as a non-voting member of that committee, in order to ensure that the voting rights reside with the members of the Council which carries ultimate responsibility for the Committee's actions.

Principle E – Training/Facility Time/Expenses

a)	That in relation to the way in which statutory and related decisions are taken by the administering authority, there is a clear policy on training, facility time and reimbursement of expenses in respect of members involved in the decision-making process.
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Fully compliant.

b)	That where such a policy exists, it applies equally to all members of committees, sub-committees, advisory panels or any other form of secondary forum.
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The policy applies to all members of the Committee.

c)	That the administering authority considers the adoption of annual training plans for committee members and maintains a log of all such training undertaken.
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Gwynedd Council is partly compliant with this principle in that a log of all training undertaken is kept and consideration given periodically to members' training needs but no annual formal training plans are established.

Principle F – Meetings (Frequency/quorum)

a)	That an administering authority's main committee or committees meet at least quarterly.
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Fully compliant.

b)	That an administering authority's secondary committee or panel meet at least twice a year and is synchronised with the dates when the main committee sits.
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No secondary committee or panel exists.

c)	That an administering authorities who does not include lay members in their formal governance arrangements, provide a forum outside of those arrangements by which the interests of key stakeholders can be represented.
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Every July, an Annual Meeting of the Pension Fund takes place. Employers and employee representatives are invited to the meeting, and they can question the Committee, the administering authorities officers, the investment advisers or the fund managers on issues relating to the Fund's performance, administration and/or pensions matters in general.

Principle G - Access

a)	That subject to any rules in the councils constitution, all members of main and secondary committees or panels have equal access to committee papers, documents and advice that falls to be considered at meetings of the main committee.
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Gwynedd Council is fully compliant with this principle.

Principle H – Scope

a)	That administering authorities have taken steps to bring wider scheme issues within the scope of their governance arrangements
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The Pensions Committee consider all issues relating to the Local Government Pension Scheme.

Principle I - Publicity

a	That administering authorities have published details of their governance arrangements in such a way that stakeholders with an interest in the way in which the scheme is governed, can express an interest in wanting to be part of those arrangements.
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The Governance Policy Statement is available in the Pension Fund annual report.