

No.	Key Indicator	Examples of level for concern	Examples of good practice for high performing funds	Fund score	Evidence and comments
5	Pensions Committee and Pensions Board members competenc	Appointees unclear of statutory role and unable to clearly articulate the funds funding and investment object No evidence of a) different scheme employer types and no or minimal scheme member representation. b) No training needs analysis, or training strategy, or training log or use of CIPFA LGPS training framework c) No training record disclosure d) Self assessment Self score core -1 point for each	Appointees understand their statutory role and are able to clearly articulate the funds funding and investment object Evidence and e-links to demonstrat a) representation from different scheme employer types (scheduled and admitted) and member types (actives, deferred and pensioners). b) annual training plan recorded against the CIPFA knowledge and understanding framework c) annual training records disclosed in Annual Repo d) annual self-assessment of training undertaken and identification of future need Self score +1 point for each one		
6	Administering authority staff accountability, leadership, experience, and trainir	a) No or only part time Head of Fund and or only part time officer b) No or little induction or on- going training provision or experience recorded on the adoption of CIPFA LGPS knowledge and understanding framework Self score -1 for each one	a) Experienced Head of Fund with full time dedicated officers with at least 3+ years' experience. b) staff undertake regular CIPFA LGPS TKU or other CPD training recorded across all LGPS skills (governance, benefits administration, funding, investments, and comms). Self score +1 point for each one		
7	Statutory governance standards and principles (as per DCLG guidance and TPR code	Several key areas of non- compliance with a) DCLG LGPS statutory guidance b) TPR guidance and codes and reasons why not explained. c) No, little or poor key decision taking records and no or poor self, or scheme employers, or scheme members assessment of overall fund effectiveness Self score -1 for each one	Evidence and e-links to demonstrat a) Full compliance with DCLG LGPS statutory guidanc b) Full compliance with TPR guidance and codes for public sector pension scheme c) Meet or exceed other LGPS best practice on recording all key decision taking and annual self, scheme employers, scheme member assessment of overall effectiveness. Self score +1 for each one		
8	Quality and accessibility of information and statutory statements, strategies, policies (governance, FSS, SIP, comms, admin authority and employer discretions policies	a) Statutory publications not all in place or published on fund website or updated in accordance with regulatory requirements and due timelines b) Fund and employers discretions not published c) Do not seek to meet any recognised 'Plain English' or e-publishing standar Self score -1 for each one	Evidence and e-links to demonstrat a) Statutory publications all in place and published on fund website and updated in accordance with regulatory requirements and due timelines. b) Fund and employer discretions publishe c) Meet 'Plain English' and or other recognised e-publishing standard Self score +1 for each one		
9	a) Adoption and report compliance with Investment Governance Principles (IGP) (was Myners Principles) and voluntary adoption/signatory to FRC Stewardship Code and UNPF	No or un-explained non- compliance and/or non-support of a) IGP b) UK Stewardship Code c) UN PRI Self score -1 for each	Evidence and e-links to demonstrat a) 100% compliance with IGP b) adoption and public reporting of compliance against the FRC UK Stewardship Co c) external managers or fund are PRI signatorie Self score +1 for each		
10	a) Historic investment returns (last 1, 3, 5, and 10 years) and b) total investment costs compared to other LGPS fun (See explanatory notes	a) overall fund investment returns (net of fees) for last 1, 3, 5 years bottom two quintil Score -3 and -5 points b) Retain fund managers under- performing their mandates for 2 triennial valuation cycle Score -1 point c) Fund does not benchmark its fund manager and total investment costs relative to other LGPS fun Score -1 point	Evidence and e-links to a) overall fund investment return (net of fees) for last 1, 3, 5 yea a) Top quintile score +5 point b) Next two quintiles score +3 and 0 points respective b) >75% of fund mandates deliver over rolling 3 year performance period Score +1 point c) Fund benchmarks its fund manager and total investment cost: Score +1		
11	Annual report and audited financial statement	a) Do not fully meet some regulatory requirements or CIPFA LGPS guidanc b) Not published in Admin Authority Accounts by 1 October. c) Published on SAB website after 1 November Self score -1 for each one	Evidence and e-links to demonstrat a) Meet all regulatory and CIPFA best practice guidance b) Publish in Administering Authority accounts by 1 October c) Publish fund report and accounts of SAB website before 1 November. Self score +1 for each one		
12	Scheme membership data	a) Common data does not meet TPR standard b) Conditional data do not meet the TPR standards. No plans in place to rectify th Self score -1 for each	Evidence and e-links to demonstrat a) >99% common data meets TPR quality and due date standarc b) >95% of conditional data meets TPR quality and due date standards. Plans in place to improve it Self score +1 for each one		
13	Pension queries, pension payments, and Annual Benefit Statemen	a) No or poor website with no scheme member or employer acces b) ABS do not meet regulatory requirements or due timelines for issuanc Self score -1 for each	Evidence and e-links to demonstrat a) Good website with interactive scheme member and employer acces b) ABS meet or exceed regulatory standards and due timelines for issuanc Self score +1 for each		
14	Cost efficient administration and overall VFM fund managem	a) In bottom quartile with high total admin cost pa per member (based CIPFA or other benchmark to b) Not in any national or regional frameworks for any externally procured services or collective investments. Self score -1 for each	Evidence and e-links to demonstrat a) In top quartile with low total admin cost pa per fund member (based CIPFA or other benchmark tool calculated on a consistent and transparent basis) b) Lead and/or actively participates in collaborative working and collective LGPS procurement, shared services or C Self score +1 for each		
15	Handling of formal complaints and IDRPs	a) Any Pensions Ombudsman determinations (and any appeals) fines were against the actions of the fund (ie not employer). Score -1	Evidence and e-links to demonstrat a) No Stage 2 IDRPs and no Pensions Ombudsman findings against the fund actions in last 3 years Score +1		
16	Fraud preventior	No or minimal systems/programme or plan or mechanisms in place 1 a) Prevent frauc b) Detect fraud c) detect pension over-payments due to unreported deail Self score -1 for each one	Evidence and e-links to demonstrat a) Fraud prevention programme in place b) Use external monthly, quarterly/annual mortality screening services, a c) participate in bi-annual National Fraud Initiative Self score +1 for each one		
17	Internal and external aud	a) No annual internal audit or qualified internal and external audit opinic b) Urgent management action recommended on high/serious risk c) Only moderate or low level of assurance and a number of high priority action recommend Self score -1 for each	Evidence and e-links to demonstrat a) Unqualified annual internal reports with no or only low priority management actic b) Unqualified and annual external audit with no or only low priority management recommendatio c) Full or substantial assurance against all key audit areas with no high risk recommendatio Self score +1 for each		
18	Quality assurance	No evidence of a) quality management system b) external reviewed publication c) externally approved website accessibili d) any awards Self score -1 for each one	Evidence and e-links to demonstrat a) Fund has formal quality management external certificatio b) Crystal Mark for plain English for publications/form c) externally approved website accessibili d) pensions & investment recognition award(s) Self score +1 for each one		