

Pension Fund Committee

Meeting to be held on Friday, 11 March 2022

Electoral Division affected: (All Divisions);
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Report of the Appointments Sub Committee

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Executive Summary

On 26th November 2021 the Pension Fund Committee approved the establishment of an ad hoc Appointments Sub Committee to appoint an Independent Investment Adviser to succeed Mr Eric Lambert.

This report presents the results of the Sub Committee's work.

Recommendation

The Committee is asked to note the appointment of Marian George as an Independent Investment Adviser to the Fund for an initial term of 2 years from 1st March 2022 with the potential to extend for a further 12 months.

Background and Advice

At the meeting on 26th November 2021 the Committee approved a process to appoint a new Independent Investment Adviser to the Fund, including the establishment of an Appointments Sub-Committee authorised to conduct interviews and make an appointment.

After consulting with the Chair of the Pension Fund Committee, it was agreed that the Appointments Sub Committee would comprise 3 members based on 2 representatives nominated by the Conservative Group (the Chair and Deputy Chair of the Committee) and 1 member nominated by the Labour Group (County Councillor De Molfetta).

As physical meetings were not advisable due to Covid restrictions the Monitoring Officer approved under the urgent business procedure on 16th December 2021 the constitution and Terms of Reference of the Sub Committee to enable an informal meeting to be held.

The informal meeting of members of the Sub Committee was held remotely on 21st December 2021 where the following recommendations were agreed and

subsequently approved under the urgent business procedure by the Monitoring Officer on 22nd December 2021:

1. County Councillor E Pope was appointed as Chair of the Appointments Sub Committee.
2. Documentation associated with the appointment of an independent Investment Adviser to the Lancashire County Pension Fund was agreed
3. The Fund's Actuary (Mercers) was to be consulted with a view to providing an Investment Consultant to provide independent advice to the Sub Committee at the interviews in relation to the investment market.
4. Members of the Sub Committee were to be consulted on available dates to enable meetings to be arranged in February 2022 for shortlisting, and the holding of interviews and appointment of a successful candidate

The Sub Committee met on the 14th and 28th February 2022. At the first meeting the seven applications received were scored against the agreed criteria and the top four candidates were identified and shortlisted.

On 28th February 2022 the four shortlisted candidates were interviewed. The interview process consisted of a 10-minute presentation and six questions, which were scored by members of the Sub-Committee in accordance with an agreed scoring system. The Sub-Committee was supported by the Head of Fund and an Investment Consultant from the Fund's Actuary, Mercers. The Investment Consultant provided a means of independent verification and additional investment specialism and insight to the appointment process, both during shortlisting and interviews.

The Sub-Committee was very impressed with the overall standard of all the applications received and the four candidates who were interviewed and was unanimous in its decision to appoint Marian George to the role. At the point of writing this report, an offer has been accepted and the contract procedure is in progress.

Marian is qualified actuary with over 30 years of investment experience gained in senior positions at a leading global asset manager, investment consultancies and as an actuary for an insurance company. She currently provides independent investment advice to two LGPS Funds and private sector pension fund clients and has the following key skills/experience:

- Asset allocation and investment strategy.
- Monitoring of investment managers and other service providers.
- Risk management.
- Responsible Investment; and
- Governance.

To provide for a handover period and ensure a staggering of the termination dates for the two Independent Investment Adviser's contracts, the Appointment Sub-

Committee has agreed the appointment of Marian George for an initial term of 2 years from 1st March 2022 with the potential to extend for a further 12 months.

Consultations

Mercer Investment Consultant

Implications:

N/A

Risk management

Independent advice regarding investments is both critical for the effective management of the investments and for meeting legal requirements.

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact/Directorate/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A