

TALENT MANAGEMENT IN THE LGPS : THE THREE RS

The PLSA commissioned Breaking Blue to conduct in-depth interviews with LGPS funds and comparable private sector DB schemes to look at the challenges funds were facing in their recruitment, resourcing and retention (the three Rs).

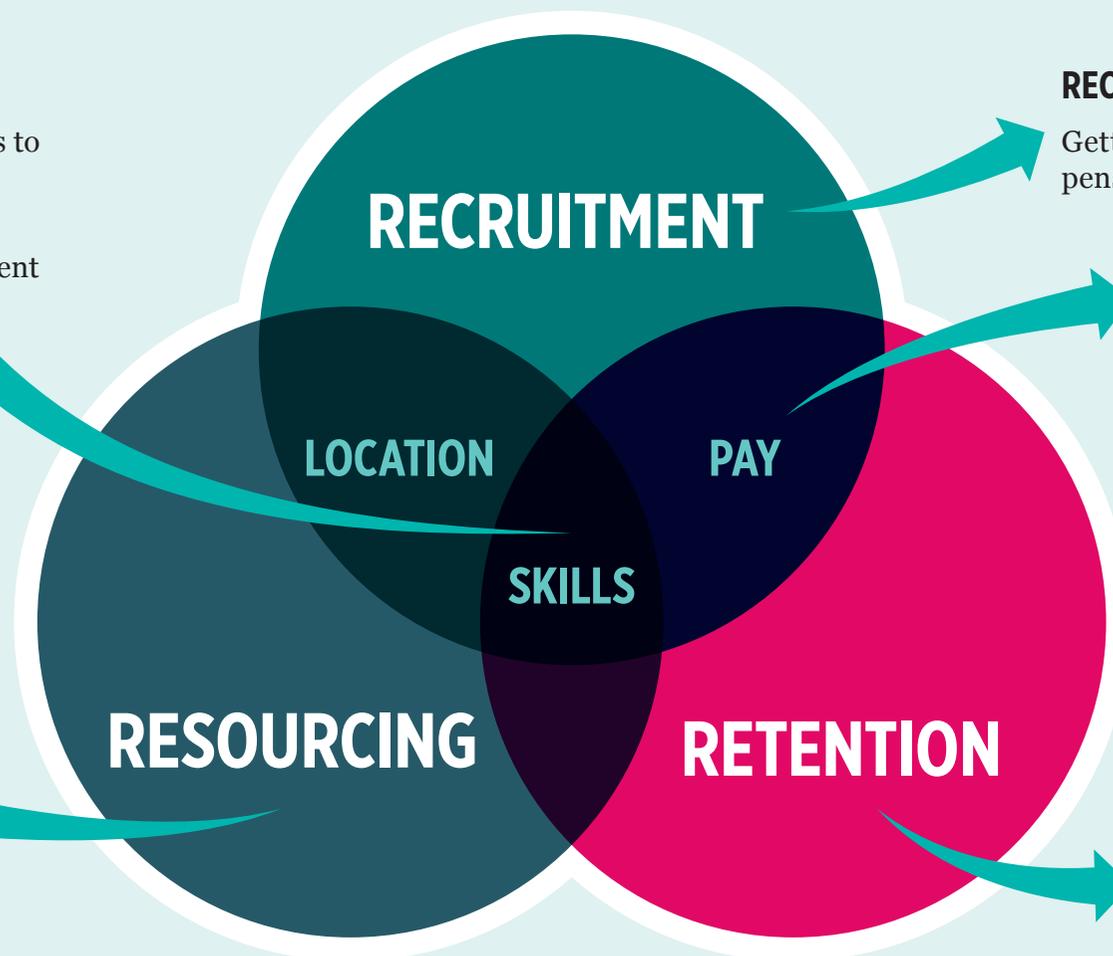
RECRUITMENT
RETENTION
RESOURCING

THE INTERSECTING 3RS

- ▶ Local Authority requirements to look internally first limits applicant pool size
- ▶ Succession planning not present
- ▶ Loss of people to pools

RESOURCING

- ▶ Recruitment time lags from Local Authority requirements
- ▶ Skills & knowledge need regular updating



RECRUITMENT

Getting young people to see pensions as a viable career choice

RECRUITMENT & RETENTION

Higher turnover of junior staff

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FORMAL PROCESSES
FOR SUCCESSION OR
CAREER DEVELOPMENT/
PROGRESSION WERE
NOT ALWAYS PRESENT

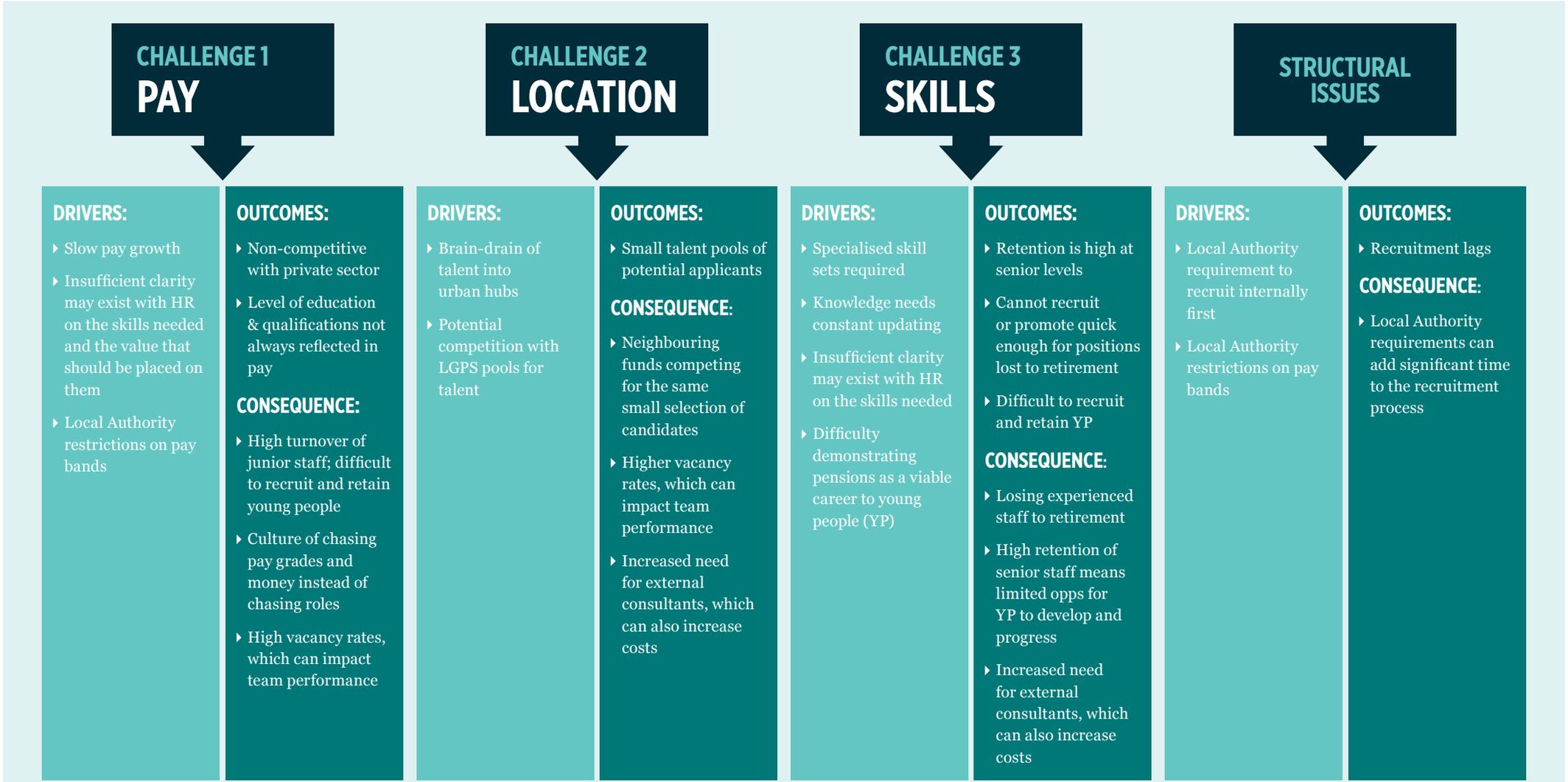
RETENTION

Losing staff to retirement

Within these three categories of recruitment, retention and resourcing, challenges are often linked and overlap in complex ways. The three largest of these challenges include **pay**, **location** and **skills**.

There is often a distinction between *what* the actual outcomes of these challenges are versus *why* these outcomes might be happening. Some of these drivers are levers for change that can be influenced.

RECRUITMENT
RETENTION
RESOURCES



The policy implications of these challenges and drivers, and the potential solutions to mitigate them through current examples of best practice, are explored in the *Talent Management in the LGPS* Guide.

If you have any questions about the guide, please contact membership@plsa.co.uk