

# Good Governance

## Motherhood and apple pie

**A sure 'win-win', good governance is something all trustee boards and sponsors hope to achieve. Like motherhood and apple pie, it benefits all involved with the Scheme.**

### Trust based schemes

At its most basic level, a trustee's job is to ensure that the right pension is paid to the right person, at the right time. Improving governance structures and standards benefits members directly by optimising delivery of this fundamental objective.

The Pensions Regulator has published a range of documents on its website aimed at raising standards of governance, and this is also one of their key priorities. Though admirable in their objectives, the amount of regulation and guidance amplifies the pressures on trustees:

- the trustee knowledge and understanding requirements have grown
- the steps necessary to satisfy the internal controls guidance have increased
- data quality and good record keeping have escalated in priority.

Trustees face constantly increasing burdens. Though everyone may aspire to raising standards, the pressures of the pensions environment – perhaps a difficult valuation, a complex corporate restructuring or simply the fact that being a trustee is not a person's day job – can make delivery challenging.

**HR Trustees can help.** Our team of trustees are highly experienced professionals and have the skills and expertise to enhance scheme governance. We understand the constraints facing trustees and our experience and knowledge of the industry can benefit all involved.

We can help trustee boards across a range of issues, thereby raising governance standards:

- overcoming conflicts of interest
- understanding the significance and operation of internal control mechanisms
- providing highly skilled individuals who have professional qualifications
- ensuring issues are dealt with when required and not simply at trustee meetings, with a team based, collaborative approach
- resolving issues and where appropriate negotiating with the Pensions Regulator with well versed, experienced negotiators.



### Contract based schemes

The need for good governance does not stop at trust based schemes. With the gradual move away from occupational schemes towards contract based schemes, many employers are recognising the need for some form of governance committee to focus on the administration and governance of that scheme. Such committees can fill the gap left by the absence of a trust structure.

**HR Trustees can help.** We understand the remit of such committees and the middle ground they fill between the employer and the member. We have experience of working on such committees and are adept at operating in this environment.

### Major appointments include:

Albert Fisher  
CBS  
Courts  
DHL  
Dolphin Square  
Fyffes Group  
Hoverspeed  
IMG  
Royal Agricultural College  
Royal British Legion  
Royal Doulton  
Swissport UK  
Wedgwood  
Wembley plc

*"In my experience, not all professional trustees are able to cope with tricky or potentially confrontational situations. I find that HR Trustees has massive experience in getting involved, earning the respect of others and resolving such issues. They get stuck in – they are a first rate team."*

*Katherine Dandy, Partner, Sacker & Partners*

### WHY HR TRUSTEES

HR Trustees is the UK's leading independent professional pensions and benefits trustee firm and a member of the Xafinity group. Our expertise covers professional trustee services, exit management and pension scheme wind-up, and employee benefit, share option and related trust work. We are focused on providing a quality and cost effective service to meet the specific needs of trustee boards and sponsors.

HR Trustees works extensively with third-parties across the UK pensions industry, but will not accept any assignment or appointment that might conflict with its membership of the Xafinity group.

If you would like to discuss any governance issues or how we can help improve your pension scheme, call us on: 0118 918 5491.

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