

Seminar sponsored by:



Changing practice, changing policy?

CHRIS HOGG

Chief Executive Officer, Royal Mail Pension Trustees

LESLEY ALEXANDER

Managing Director of Employee Communications, Ferrier Pearce

Seminar sponsored by:



Changing practice, changing policy?
CHRIS HOGG
CEO, Royal Mail Pensions Trustees



CLASSICAL DIVERSITY

How many ethnic minority trustees of UK pension schemes do you know?

What future role for millennials in running UK DB pension schemes?

IF WE WANT TO SEE MORE OF THIS...



WE NEED TO SEE MORE OF THIS...



NOW ONTO A GOVERNANCE THOUGHT PIECE



GOOD GOVERNANCE – HOW TO GET THERE

A PLSA DISCUSSION PAPER
August 2017

A large teal graphic on the left side of the slide, consisting of several overlapping, semi-transparent geometric shapes that form a large, irregular arrow-like shape pointing towards the right.

FIRST, SOME CAVEATS

WELL SAID

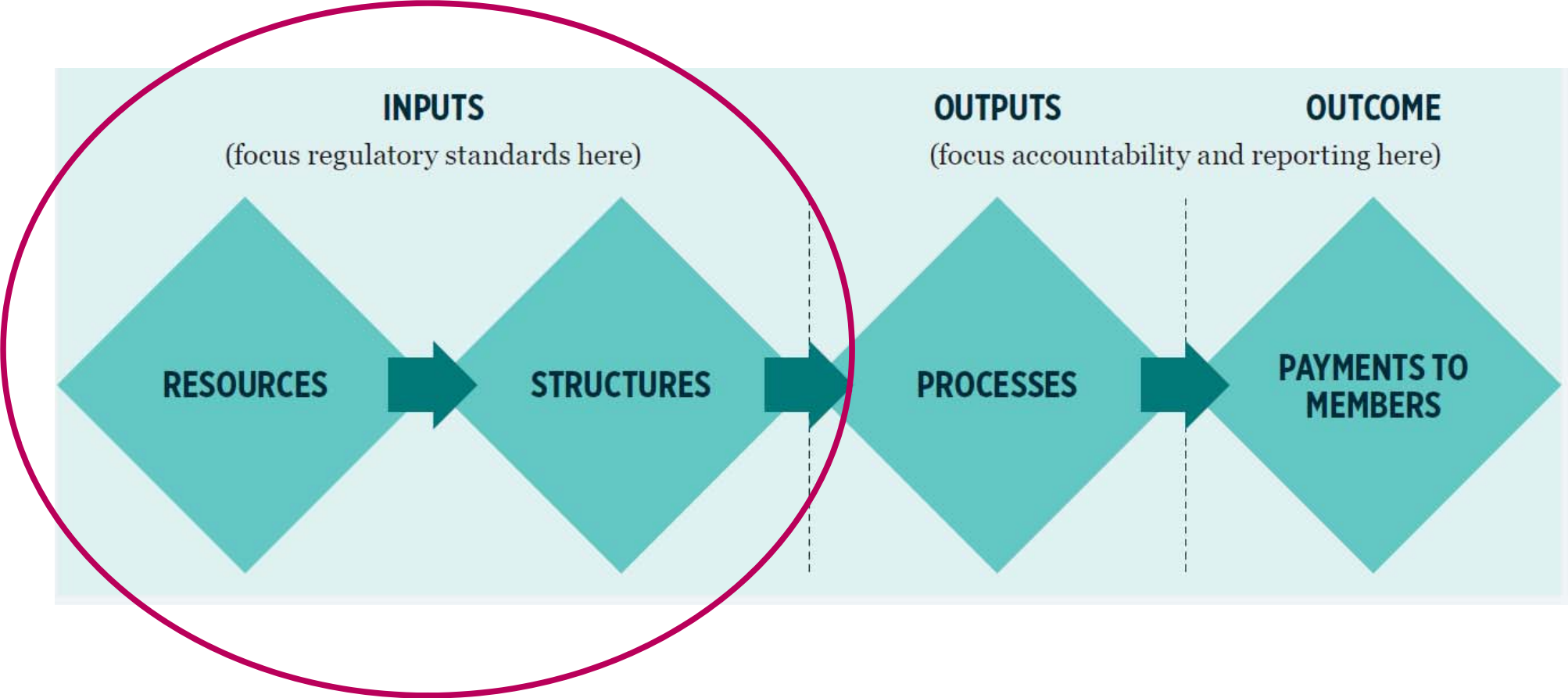
“All members have the right to expect that their retirement savings benefit from effective stewardship”

The Pensions Regulator, December 2016

EVIDENCE OF 'CHALLENGE IN THE SYSTEM'

- ▶ Recent FCA survey
 - ▶ 33% of respondents 'rarely challenged their consultant'
- ▶ TPR Trustee Landscape Research 2015
 - ▶ 24% said they 'never' disagreed with external advisors; and
 - ▶ A further 58 per cent said they 'rarely do so'

A NEW REGULATORY FOCUS?



DIVERSITY WITHIN THE STRUCTURE



A decorative graphic on the left side of the slide, consisting of several overlapping teal-colored triangles of varying shades, pointing towards the right.

**OF COURSE, THERE ARE CHALLENGES...
BUT IT IS AN ESSENTIAL DEBATE**

**PENSIONS AND
LIFETIME SAVINGS
ASSOCIATION**

Seminar sponsored by:



**HOT TOPIC SEMINAR
DIVERSE TRUSTEE BOARDS –
TIME FOR A CHANGE**

#PLSA