



IIPM

Irish Institute of Pensions Management

IIPM LAW & GOVERNANCE PROGRAMME FOR TRUSTEES

**A professional certification designed for
pension scheme trustees and their advisers**



Irish Institute of Pensions Management

Taking pensions education to a new level

Become a Qualified Pension Trustee

Despite COVID, time marches on and the demands on those involved with pension schemes continue to grow. The implementation of the EU Pensions Directive has now taken place, and the Pensions Authority have also published The Codes of Practice for Trustees. This will place even greater focus on the competence of Trustees and how they conduct their business.

Now more than ever Trustee knowledge and skills are paramount. The Irish Institute of Pensions Management has been running its Law and Governance Programme for Trustees since 2016, with around 100 graduates receiving the designation Qualified Pension Trustee (QPT). This course is one of two only recognised as fulfilling the now mandatory trustee educational requirement. Building on that experience, and in the face of the challenges of COVID, we have reconfigured the Programme for 2022 and beyond.

Without diluting the content in any way, there will be a greater emphasis on practical issues and problem solving – the **Know-how** as well as the **Knowledge**. The course has also been amended to fully reflect the new Codes of Practice for Trustees. The Programme will have three strands running at the same time:

- A. **Pensions Law** - Trusteeship, Role and Duties, Legislation, EU Directives & Regulations, Documentation, Equal treatment, Winding up and Restructuring of Schemes
- B. **Governance and Financial Management** - What is Governance, Governance Planning, Risk Management, Pensions Authority Code of Governance, Financial Governance - Investment, Compliance and Communication, Financial Governance - Funding
- C. **Effective Trusteeship** - Trustee Board, Meetings, procedures, formalities, Running a meeting, conduct, behaviours, Relationships, supervision, Problem solving, exercise of discretions, Culture and Ethics

To apply for this course, please submit your application directly on the Griffith College web page here

IIPM Law & Governance Programme for Trustees

A professional certification designed for pension scheme trustees and their advisers

Programme Description

The IIPM Law and Governance Programme for Trustees offers trustees the insights and understanding required to carry out their roles effectively. Touching on the many aspects of pension schemes, the programme will focus on the building blocks for implementing good scheme governance and risk management.

The programme covers the core areas of trustees responsibilities imposed by both legislation and social needs, and it examines the liabilities they face, compliance issues and the need for proper risk management. Trustees will have a deeper understanding of how risks can be mitigated through the implementation of good practices and procedures. Issues will be examined for both ongoing schemes and those in the process of wind-up.

Participants of the IIPM Law & Governance programme for Trustees will

- **Complete 48 hours of training, debate, exercises, and group work***
- **Receive a resource pack containing**
 - » Copies of all slides and materials used
 - » Template for risk management
 - » Guidelines for conducting trustee meetings
 - » Checklist for assessing provider and trustee board
 - » Governance year planner

Participants will be assessed by their attendance and engagement at lectures, a group assignment and an exam.

Those who successfully complete the programme will join the community of IIPM pension professionals with the designation **QPT (IIPM)**. The cost of the entire programme is €1,500.00.

**For early 2022, this will all be on-line. As soon as it is safe to do so, we will move the interactive parts of the programme to in-person attendance, subject to appropriate restrictions and safeguards.*

Learning Outcomes

On successful completion of this programme the learner will be able to:

- Demonstrate a critical understanding of the nature and structure of trusts, trust law, the relationship between the parties and the application of trust deeds and rules
- Evaluate the role and duties of trustees imposed by equity and pension legislation and the corresponding trustee liabilities
- Demonstrate an integrated knowledge of legislation pertaining to pension schemes and the ability to research, interpret and apply the legislation in structured situations
- Problem solve and work as part of a team by exercising the duties & powers of a trustee, to critically analyse and develop appropriate decisions for given contemporary problems and scenarios
- Expertly advise trustees on the legislative provisions, range of options and their corresponding duties, on the discontinuance of a pension scheme using appropriate technical language
- Critically assess the principles of pension scheme governance and articulate effective governance mechanisms to fellow trustees
- Engage with actuaries, trustees and regulators on matters pertaining to funding, solvency and benefit projections
- Advise trustees and members on appropriate investment strategies and to evaluate risk and reward characteristics of different investment approaches.

Who is this programme for?

This programme is suitable for anyone who has the responsibility for looking after the retirement security of workers and their dependants (i.e. Trustees), and anyone who provides services or advice.

Previous graduates have included Scheme Trustees, both professional and voluntary, Accountants, Actuaries, Lawyers, Senior Executives, Pension Consultants, Registered Administrators and Government Regulators.

Programme Content

Strand A - Pensions Law

1. Trusteeship, Role and Duties
2. Legislation
3. EU Law, Directives, Regulations
4. Documentation
5. Equal treatment
6. Winding up and Restructuring of Schemes

Strand C - Effective Trusteeship

1. Trustee Board
2. Meetings, procedures, formalities
3. Running a meeting, conduct, behaviours
4. Relationships, supervision
5. Problem solving, exercise of discretions
6. Culture and Ethics

Mostly interactive, role play, observation

Strand B - Governance and Financial Management

1. What is Governance
2. Governance Planning, Risk Management
3. Pensions Authority Code of Governance
4. Financial Governance - Investment
5. Compliance and Communication
6. Financial Governance - Funding

Assessment Breakdown

Assignment and lectures	30%
Presentation, Case Study	20%
Exam	50%

Course Schedule

Feb-April 2022 Session: 14 February 2022 - 2 March 2022 // break // 28 March 2022 - 13 April 2022

There will be one full Saturday workshop onsite at Griffith College - April - date TBC

2 hour exam between 17-31 May - onsite at Griffith College

Testimonials

“ I completed the IIPM Law & Governance for Trustees course in March/April 2018 and found the presentations to be informative and well delivered, the content to be challenging and entire to be very interesting, helpful and practical. All of the participants, whether from the pensions industry, advisors or trustees, were committed and engaged to such an extent that the wide ranging interaction and collaboration continued beyond the lectures into the group assignment, which was as a result a particular pleasure to work on. I can honestly say that the IIPM Law & Governance for Trustees is the best course that I have been on since leaving college; it is my privilege to recommend it to anyone who is or is to become a pension scheme trustee and to anyone who works with trustees. Pension schemes will certainly be stronger where trustees have the knowledge that this course delivers.”

Graham L. Dawson, Chief Operations Officer of William Fry

“ Improving trustee standards of education is an important part of the Pensions Authority's objectives. We therefore welcome the introduction of the IIPM Law and Governance Programme for Trustees as a very positive step in this direction and we hope that many trustees take advantage of this opportunity to enhance and develop their knowledge and understanding of pensions in the interests of the members whom they serve”

Brendan Kennedy, The Pensions Regulator

“ One of the great benefits of the course participation was to meet like minded trustees... The course has married the concepts of theory and practice well and the approach involves a good deal of interaction and class participation. The long term benefit of undertaking this course is that I now have a set of guiding principles that I can bring to my role.”

Declan Morris, Lay trustee of the Veritas Company Ltd Pension Scheme

“ OAs a recently appointed pension trustee to the eircom pension scheme (2020) I found myself in a role that required a very high level of responsibility and accountability. To ensure I represented the best interests of the members of the scheme I committed to obtain a better knowledge of my trustee role and responsibilities. Looking at various courses on line the IIPM – QPT – course stood out as a course that would meet my requirements. This course also came highly recommended by my fellow trustees.

The QPT course covers the entire range of issues and challenges faced by pension funds and trustees. Subjects ranged from trustee responsibility, investment strategy, communications, trustee deed/legal, DB/DC, ethics, culture, equal treatment ,pensions ombudsman, governance, risk management, IROPS II etc. Our learning was through online class with group exercises and projects (written/presentations) however, in my view, the greatest learning was through the engagement excercises with other trustees and the knowledge of the individual tutors. QPT provides the tools and knowledge that supports trustees for their difficult role and prepares them for the many challenges they will face. *John Clarke, CWU National Officer*

“ I am a recently appointed Independent Trustee and Chair of two pension funds. Notwithstanding 20 years trustee experience, I was conscious that to be as effective as possible in my role - and with the implementation of IORP II imminent - I needed to boost my knowledge/skills to support my responsibilities and I signed up for the Jan/March 2020 IIPM QPT programme. This is an excellent course. The content is of the highest standard and superbly delivered. IIPM took the time at the outset to identify topics of particular interest to participants and addressed these during the course. The mix of lecture, Q&A, written assignment and participant group presentation promoted a high and enjoyable level of engagement. A key takeaway from the course was the importance of good trustee board culture and how this promotes good governance and good decision making. and therefore best outcomes for pension scheme members.

I would highly recommend IIPM QPT to all pension trustees and those who work supporting trustees. Its comprehensive, interesting and energising.

Pete Connolly, Chair Trustees AstraZeneca Ireland Pension Fund & Retirement Plan

**To register for the Law &
Governance (QPT) Course please**

Click Here

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Founded in 1990, the primary objective of the Irish Institute of Pensions Management (IIPM) is to promote professional standards amongst those working in the field of pensions, with education being central to the achievement of this objective. Today, we pride ourselves on the high quality and relevance of our qualifications and services. In turn, employers recognise the value of the IIPM's qualifications and have benefited from the increased expertise of their staff.

