



Independent
Governance
Group

Governance Services

Flexible support to help companies and trustees manage their pension arrangements.



Pensions Management and Governance Services

Through our well-resourced and experienced teams we provide:

- **A full Pensions Manager service**
- **Scheme Secretarial and governance services**
- **Project management or**
- **A combination of the above**

This may be on a fully outsourced basis or co-sourced and integrated with your in-house team; either as a permanent solution or an interim measure to support your short-term needs.

Good, better, best.

The Pensions Manager plays a critical role in the leadership of the scheme. They act as the main interface between the Company and the Trustee, ensuring that pension schemes operate efficiently and that excellent scheme governance, in line with the pensions strategy, is achieved. A truly effective Pensions Manager is able to stay strategic and drive through projects and initiatives whilst rolling up their sleeves and getting on with the job. They often need a wider skill set to manage related tasks such as group life insurances, auto-enrolment compliance and oversight of a separate DC provider.

The best Pensions Managers balance all of these duties whilst acting as an experienced intermediary and a skilled mediator. Not always straightforward. This is where Independent Governance Group (IGG) can help. We offer an outsourced Pensions Manager with first-class industry experience and first-hand knowledge of what works well elsewhere.

The Scheme Secretary has many of the skills and experiences of the Pension Manager with a focus on serving the Trustee Board and the Chair in particular. We offer a lead Scheme Secretary and team with deep industry experience and practical knowledge of current and emerging best practice.

Project Manager – a successful pensions project manager needs to combine project management skills with pensions knowledge. Our technical

expertise encompasses large, high-profile exercises as well as situations where additional resource and planning is needed to manage day-to-day issues.

In all situations, we ensure we manage costs. Our pension project managers are familiar with the risks and hurdles associated with project delivery and take active steps to overcome them.

Whether it is a short-term project or long-term appointment, we have the right individual or the right team to deliver.

Flexible services

Outsourcing your Pensions Manager, Secretarial or Project Management needs can alleviate pressures on your HR and Finance teams and headcount and address any key person risk or resilience concerns you may have.

Our support is agile and flexes around your specific requirements. Our independent, expert team can work on an ongoing or on an interim basis. We can base ourselves at your company's office or work remotely. We are able to provide strategic, high-level input or feet on the ground support to resource projects. It can be a Company appointment or appointed directly by the Trustees. Working with all parties, the range of services includes:

- Developing and executing a strategy based on practical experience of working with other schemes dealing with all day-to-day, business as usual pensions related matters.
- Project or initiative support – strategic direction or executing against a plan.
- Attendance at Trustee, sub-committee and company pensions meetings.
- Reporting to HR and Finance across a number of metrics.
- Member communications and liaison.



Why Independent Governance Group?

Best practice

Our multi-levelled team ensures the right person for the right job at the right cost; we can operate using an agreed hourly rate or a fixed budget to cover the scope of services that you require.

Experience

The Pensions Manager, Scheme Secretary or Project Manager is a key role which we ensure is executed by high quality specialists. Our team has significant combined experience as pensions professionals gained from a variety of backgrounds, including in-house and seconded experience.

Independence

With no affiliations to pensions advisers and consultancies, we work effectively with other firms and advisers from across the pensions world. We provide an objective view and hold advisers accountable.

Knowledge

Our experience spans all types of pension arrangements – defined benefit and defined contribution schemes, GPPPs and Authorised DC Master Trusts. We fully understand pensions issues, including life insurance, income protection and auto-enrolment.

Value

We control your spend through close management of budgets and use a robust framework to review and track costs. We challenge based upon experience with similar schemes and projects and add value with an independent viewpoint.

Our credentials

- Designed and implemented a new strategic vision for the pension scheme for the Company and the Trustee, partnering with the Chief Financial Officer and Chair of the Trustee Board.
- Guided Trustee Boards through complex discussion with the Pensions regulator.
- Transformed governance structures resulting in improved strategic and operational decisions.
- Influenced valuation negotiations to ensure a satisfactory outcome was reached for both the Company and the Trustees, despite starting from very different positions.
- Raised standards on pensions administration, resulting in improved member outcomes.

“We offer an outsourced pensions manager with first-class industry experience and first-hand knowledge of what works well elsewhere.”

“We are able to provide strategic, high-level input or feet on the ground support.”

Contact us

For more details of how the team at Independent Governance Group can help you and your business, please contact:



John Lovell

Trustee Director | Head of Governance Services

E john.lovell@weareigg.com



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Governance
Group

4th Floor Cannon Place
78 Cannon Street
London
EC4N 6HL

T: +44 (0)20 4599 7299
E: info@weareigg.com