

PENSIONS, GOVERNANCE & REGULATION



GENTEX[®]
TRAINING CENTER



Introduction

Pensions, Governance & Regulation Training Course prepares pension trustees, governance professionals, and scheme managers to run pension arrangements with discipline and accountability. Participants work through pension scheme foundations and the trustee role, pension governance structures and trustee duties, funding, investment, and actuarial governance, pension regulation, compliance, and supervisory expectations, and member communication, risk oversight, and governance maturity as one connected discipline. The programme links the promise a scheme makes to its members with the governance and controls that make it secure. As a result, learners gain a practical command of pension governance and regulation. Furthermore, the course strengthens trustee judgement, funding literacy, and regulatory discipline.

Pensions, Governance & Regulation Course Objectives

- Explain pension scheme types, structures, and member benefit designs.
- Apply trustee duties, fiduciary responsibility, and conflict management.
- Apply pension governance structures and trustee board effectiveness.
- Apply funding governance: valuations, contributions, and deficit recovery.
- Apply investment governance, strategy, and statement of investment principles.
- Apply actuarial concepts: discount rates, longevity, and funding assumptions.
- Apply pension regulation, registration, and supervisory expectations.
- Apply risk management and internal control over pension operations.
- Apply member communication, disclosure, and complaints governance.
- Apply pension governance maturity assessment and improvement roadmaps.

Course Methodology

- Interactive sessions built on pension governance and funding cases.

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- Workshops on trustee duties, funding plans, and investment governance.
- Group exercises on valuation review, risk registers, and disclosure.
- Hands-on practice with funding plans, control matrices, and dashboards.
- Simulation of a trustee board meeting and a member complaint review.
- Facilitator coaching and peer review on scheme governance plans.

Who Should Take This Course

- Pension scheme trustees and trustee board members.
- Pension scheme managers and administrators.
- Investment and funding professionals in pensions.
- Governance, risk, and compliance officers.
- Finance and actuarial staff supporting schemes.
- Consultants advising trustees and pension providers.

Pensions, Governance & Regulation Course Outlines

Day 1: Pension Scheme Foundations and the Trustee Role

- Pension scheme types and benefit designs.
- Defined benefit, defined contribution, and hybrid structures.
- The trustee role, fiduciary duties, and standards of care.
- Trustee knowledge and understanding requirements.
- Conflicts of interest and declaration frameworks.
- Scheme documentation: trust deed and rules.
- Case discussion: a trustee decision made without evidence.





Day 2: Pension Governance Structures and Effectiveness

- Trustee board composition, skills, and sub-committees.
- Governance structures: investment and audit sub-committees.
- Delegation frameworks and adviser appointments.
- Trustee board effectiveness and evaluation.
- Scheme governance policies and decision records.
- Managing advisers, administrators, and service providers.
- Workshop: designing a trustee board governance framework.

Day 3: Funding, Investment, and Actuarial Governance

- Actuarial valuations and funding assumptions.
- Discount rates, longevity, and demographic assumptions.
- Contribution schedules and deficit recovery plans.
- Statement of investment principles and investment strategy.
- Asset allocation, liability matching, and de-risking approaches.
- Investment performance monitoring and reporting.
- Exercise: reviewing a valuation and funding plan.

Day 4: Pension Regulation, Compliance, and Controls

- Pension regulation frameworks and registration requirements.
- Supervisory expectations and regulator engagement.
- Reporting, disclosure, and annual governance statements.
- Risk management and risk registers for pension schemes.

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- Internal controls over contributions, payments, and data.
- Data quality, record-keeping, and cyber security basics.
- Simulation: reviewing scheme controls and reporting an exception.

Day 5: Member Communication, Risk, and Maturity

- Member communication, transparency, and disclosure duties.
- Benefit statements, retirement options, and guidance.
- Complaints handling, dispute resolution, and internal disputes.
- Breach handling, escalation, and remediation.
- Pension governance maturity assessment.
- Improvement roadmap, action tracking, and change management.
- Capstone: presenting a pension governance and regulation framework.

Conclusion

By successfully completing Pensions, Governance & Regulation, participants will gain a practical command of pension scheme foundations and the trustee role, pension governance structures and effectiveness, funding, investment and actuarial governance, pension regulation, compliance and controls, and member communication, risk oversight and governance maturity. They will acquire skills in pension governance and trustee duty practice, funding and investment governance, pension regulation and compliance management, and pension risk, controls, and member communication that hold up under scrutiny. Gentex Training Center designs the programme to help professionals govern pension schemes with confidence.





FAQs for the Pensions, Governance & Regulation course

Q1 What is the "Pensions, Governance & Regulation" course about?

It prepares pension trustees, governance professionals, and scheme managers to run pension arrangements with discipline and accountability. The course spans pension scheme foundations and the trustee role, pension governance structures and effectiveness, funding, investment and actuarial governance, pension regulation, compliance and controls, and member communication, risk and maturity.

Q2 What are the key benefits of the "Pensions, Governance & Regulation" course?

You gain a practical command of pension governance and regulation that links the promise a scheme makes to its members with the governance and controls that make it secure. The course improves trustee duties and board effectiveness, strengthens funding and investment governance, sharpens regulatory and control practice, and builds member communication and risk oversight.

Q3 What skills will I gain from the "Pensions, Governance & Regulation" course?

You will develop four core skills: pension governance and trustee duty practice, funding and investment governance, pension regulation and compliance management, and pension risk, controls, and member communication.



Q4 What tools, methods, or standards are covered in the "Pensions, Governance & Regulation" course?

The course covers pension scheme types and benefit designs, defined benefit, defined contribution and hybrid structures, the trustee role, fiduciary duties and standards of care, trustee knowledge and understanding requirements, conflicts of interest and declaration frameworks, scheme documentation including the trust deed and rules, trustee board composition, skills and sub-committees, investment and audit sub-committees, delegation frameworks and adviser appointments, trustee board effectiveness and evaluation, scheme governance policies and decision records, managing advisers, administrators and service providers, actuarial valuations and funding assumptions, discount rates, longevity and demographic assumptions, contribution schedules and deficit recovery plans, the statement of investment principles and investment strategy, asset allocation, liability matching and de-risking approaches, investment performance monitoring and reporting, pension regulation frameworks and registration requirements, supervisory expectations and regulator engagement, reporting, disclosure and annual governance statements, risk management and risk registers for pension schemes, internal controls over contributions, payments and data, data quality, record-keeping and cyber security basics, member communication, transparency and disclosure duties, benefit statements, retirement options and guidance, complaints handling, dispute resolution and internal disputes, breach handling, escalation and remediation, and pension governance maturity assessment and improvement roadmapping.



Q5 How is the "Pensions, Governance & Regulation" course applied in real-world practice?

Participants apply it to real work such as reviewing a valuation and funding plan, drafting a statement of investment principles, designing a trustee board governance framework, building a scheme risk register and control matrix, preparing an annual governance statement, handling a member complaint and dispute, reporting a breach and remediation, and presenting a pension governance and regulation framework. The same methods support trustee board evaluation and governance maturity improvement.