



Pensions and Reward

The issue of how to properly reward and motivate management and staff at all levels whilst satisfying other key stakeholders is one which concerns most organizations. Market conditions may mean that people can make the difference between success and failure.

Our international team comprises pensions, employment lawyers and tax advisers who have considerable experience in developing and implementing cost-efficient reward, compensation arrangements and stock-based incentive schemes tailored to each client's unique human resource and corporate strategy.

Our highly respected teams work together on executive and employee compensation arrangements to provide a one-stop integrated service.

RELATED SERVICES

- Global Equity Compensation
- Tax

CAPABILITES

Pensions

We have a dedicated team who understand the latest issues and work at the very heart of the pensions world. We are among a select group of firms with the global experience and resources to deliver seamless cross-border services. The scheme asset values of our clients typically range from £25m to £500m. We also advise a number of schemes significantly above this asset range.

Our pension lawyers cover every aspect of pension provision, including the creation, operation, regulation and restructuring of all types of pension fund in the private and public sectors, as well as the management of pension disputes.

We advise on all aspects of pension scheme regulation, management, litigation and restructuring, regularly acting for employers and scheme trustees. Our aim is to deliver practical, commercial advice, combining technical knowledge with a solutions-driven approach. We want to be our clients' trusted legal and business advisers so that they consider us part of their team.

Our services include:

Scheme design and advisory

We can advise trustees and employers about their duties and responsibilities in a clear and accessible way, helping them reduce the risk of non-compliance. Advising on over 500 schemes, including the second largest occupational pension scheme in the UK, our pensions team is well placed to help clients with the full spectrum of pensions issues. As well as advising on compliance with existing legislation, we make sure that we are fully aware of new legislation on the horizon so that we can alert clients to action they need to take. This is demonstrated by recent work we have completed for a number of clients in relation to automatic enrolment.

Liability management

Longevity and poor market conditions increasingly mean that employers who sponsor defined benefit pension schemes are increasingly looking for ways to manage their funding liabilities.

We have experience of advising employers and trustees on the full range of liability management activity. In particular, we have advised on a number of asset-backed funding structures and longevity swaps.

Many of these solutions require knowledge of a range of legal disciplines in addition to pensions, such as structured and asset finance, funds, tax, employment and insurance. As a large full-service law firm, we have lawyers in all of these fields and are therefore able to provide an integrated, experienced team to help clients implement their chosen strategy. We have also formed a cross-practice longevity hedging group comprising members of our pensions, structured and asset finance, tax and insurance groups in the UK and US to harness our experience in this highly complex area.

Mergers, acquisitions and other transactional work

We have experience advising on all stages of corporate transactions from the initial due diligence exercise assessing what pensions issues arise to documenting the transaction by drafting and negotiating appropriate pensions warranties and indemnities.

We have a wealth of experience advising on all of the issues involved in these scenarios. If a transaction is cross-jurisdictional and a client needs to understand the way that pensions arrangements operate in different countries and the impact of the transaction on those arrangements, as a leading global law firm, we are able to call on an international team to provide this advice and we regularly co-ordinate the seamless provision of advice across multiple jurisdictions.

Pensions and retirement plan litigation

Disputes arising out of pension schemes come in many different shapes and sizes, from references to the Pensions Ombudsman to multi-million pound disputes over such matters as surplus, statutory debts and investment returns. A dispute may be relatively insignificant in isolation, but its outcome may affect many members and thus have wide-ranging implications, both financial and otherwise. Also, such disputes often need sensitive handling owing to the trustee-member-employer relationships involved.

As a result of this, and given the highly technical nature of pensions law and the unique procedures used for pensions disputes, pensions litigation has become a specialised area. We are dispute resolution specialists who are in tune with the requirements of pension schemes. We understand the nature of the various relationships involved and we have both the specialist knowledge of pensions law and the experience of dealing with pensions disputes to be able to guide clients to successful solutions.

Pension fund investment and fiduciary compliance

The pensions team, working together with our funds, regulatory and tax teams, are able to provide an integrated approach to the area of pension scheme investment. Investment advice will be crucial to trustees when they decide to enter into an investment, and our pensions team will work with your investment advisers to advise trustees on the nature of their fiduciary duties, compliance with the scheme's investment rules and we review the investment advice received to ensure it covers everything that the legislation requires it to.

Our funds team is highly experienced in undertaking reviews of arrangements and advising clients on negotiating the terms of their investment. Through our experience of also acting for a number of managers on the establishment of similar funds we are able to provide up to date advice on commercial norms and developing trends in these arrangements, whether within the UK or elsewhere, for the benefit of our clients.

Compensation

We help businesses to create compensation arrangements, employee benefit and equity incentive plans that comply with the complex and rapidly changing rules of tax, pensions, employment and securities laws. Our services cover the full range of compensation arrangements, including employment, severance and change-in/of-control agreements, and stock option, equity and other incentive compensation plans.

We advise clients on the creation and implementation of efficient executive and employee bonus plans and profit-sharing arrangements, assisting businesses in devising bonus policy in the light of corporate objectives and shareholder issues, to reviewing existing employment contracts and terms to determine how the policy is best implemented, through to drafting of the plan terms and other appropriate documentation.

We also advise on alternative business structures and vehicles to the typical employer/employee relationship.

Employee benefits

We advise clients on the full range of employment-related benefits, including flexible benefits, salary sacrifice arrangements and beneficial loan arrangements, and how to incorporate these arrangements into employees' existing compensation arrangements.

Equity incentives

We have particular experience in designing, implementing and operating share-based incentive arrangements, from long-term incentive plans and stock option plans in a domestic context to plans that work across jurisdictions, to tax efficient ratcheted equity arrangements in the private equity sector. Our advice covers tax, employment law, transfer pricing, local services law regulation and filing and withholding and compliance obligations in relation to share-based remuneration.

Global mobility services

We have a team of lawyers and tax advisers who come together to provide a holistic service assisting businesses through all stages of handling postings of internationally mobile employees from an initial evaluation to implementation and exit/re-assignment strategies.

EXPERIENCE

Pensions

- Acted on a pioneering transaction in which we advised the trustees of a leading financial services insurance pension scheme on a high-profile, cutting-edge £1.9 billion longevity risk transfer/swap arrangement with a leading global investment bank
- Litigation on behalf of a Dutch pension fund with regard to instructions given by the Dutch Central Bank to phase out the fund's investment in gold
- Advice on modifications to previous pension schemes after an acquisition for a global beverage company
- Advising a leading hotel group on the pension aspects of its debt for equity swap, hailed at the time as the biggest debt for equity swap in UK corporate history
- Advising a trustee of a fund on nine separate hedge fund/pooled fund investments over the course of 18 months as part of the implementation of a new investment strategy
- Advised a parent company on the provision of guarantees to the trustees of a UK defined benefit pension scheme, as part of the funding negotiations which the UK employer had with the trustees. We also advised the same company on the provision of benefits for internationally mobile senior employees

Compensation

- Designing and implementing a benefits cafeteria system for a major international IT company, including obtaining clearance for the system with the Dutch tax authorities
- Advising a multinational in the semi-conductor business on a claim by a Belgian ex-employee, temporarily working in the US, for a top-up on his pension plan, taking into account his higher US remuneration
- Advising a telecom company on the grant of options to its France-based employees in order to qualify for the French preferred tax/social security regime
- Advising an Italian company on the tax issues relating to a secondment of managing directors to its German subsidiary
- Advising a multinational client on the tax issues relating to the secondment of the managing director of one group company to serve as managing director of several other companies located in different jurisdictions
- Review of numerous stock option plans and other employee participation programs for various companies, both for national and international companies
- Advising on carried interest schemes and lucrative interest schemes for managers and other staff of private equity houses

INSIGHTS

Publications

Pensions Ombudsman Round-Up June 2022

13 June 2022

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as overpayment, transfers and death benefits.

Pensions Round-Up March 2022

28 April 2022

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including a DWP consultation on policy proposals and draft regulations designed to improve the accessibility of illiquid assets for DC schemes.

Pensions Round-Up February 2022

31 March 2022

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including regulations in relation to fixed rate revaluation of Guaranteed Minimum Pensions and the pensions provisions of the Finance Act 2022.

Pensions Round-Up - January 2022

24 February 2022

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including a DWP consultation in relation to pensions dashboards and a High Court judgment in relation to the construction of a scheme's revaluation rule.

GMP Equalisation: top 5 current issues

15 February 2022

It is no one's favourite topic but equalisation for the effects of GMPs is high on the agenda for most defined benefit pension schemes. With a lot of ground to cover in 2022/23, it seemed timely to set out what we are seeing as the top 5 current issues.

Pensions Round-Up December 2021

31 January 2022

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at key developments in pensions legislation and regulatory guidance from December 2021.

Pensions Round-Up November 2021

22 December 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including new regulations which prescribe additional conditions that must be met in order for a member to have a statutory right to transfer and a High Court judgment on rectification.

Pensions Ombudsman Round-Up December 2021

16 December 2021

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as overpayments and misinformation.

Pensions Round-Up October 2021

30 November 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's climate adaptation report and the government response to the DWP's consultation on simpler annual benefit statements for DC schemes used for automatic enrolment.

Pensions Alert - New requirements for statutory transfers

11 November 2021

On 8 November the DWP published the government response to its May 2021 consultation on draft regulations prescribing additional conditions that must be met in order for a member to have a statutory right to transfer.

Pension Schemes Act 2021: The new criminal offences and their potential impact on restructuring transactions

25 October 2021

The Pension Schemes Act 2021 received Royal Assent on 11 February 2021. Most notable among its provisions is the introduction of two key new criminal offences into the Pensions Act 2004 (PA 2004). It is anticipated that these new offences will become effective at some point in autumn 2021.

Pensions Round-Up September 2021

25 October 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including publications from the Regulator in relation to its new powers introduced by the Pension Schemes Act 2021 and guidance from the GMP Equalisation Working Group on member communications and on anti-franking.

Reward Agenda: Report of our Roundtable Discussions (October 2020 - January 2021)

1 October 2021

Our Reward Agenda report helps company secretaries and other governance professionals to keep on top of the reward agenda; and to help reward professionals as they operate within the governance framework. This report summarises our roundtables that were hosted between October 2020 and January 2021.

Pensions Ombudsman Round-Up September 2021

29 September 2021

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as death benefits, transfers, overpayments and misinformation.

Pensions Round-Up July/August 2021

27 September 2021

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including the Regulator's interim response to its consultation on the single code of practice and the publication of guidance from the GMP Equalisation Working Group on GMP conversion and on transfer payments.

A SIPP from the devil's cup: *Adams v Options UK Personal Pensions* appeal

20 September 2021

In this article we consider the Court of Appeal decision in *Adams v Options UK Personal Pensions* in which a regulated firm was found liable because its unregulated introducer "encouraged" clients to enter investments.

Harmonisation of pension plans for blue- and white-collar workers in Belgium: Working towards a deadline extension to 2030

15 September 2021

REWARDS INSIGHTS

Traditionally, blue-collar workers and white-collar workers were treated differently when it comes to complementary pension schemes, in the sense that the contributions under the schemes for white-collar workers were higher, even when expressed as a percentage of remuneration.

Pensions Alert: consultation on notifiable events

13 September 2021

On 8 September 2021 the DWP published a consultation on draft regulations to introduce changes in relation to notifiable events. The consultation provides further information on the proposed new notifiable events, including some amendments that have been made to the previous proposals.

Pensions Round-Up June 2021

9 August 2021

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including a High Court judgment which considers limitation and forfeiture issues in relation to underpayments; and a Court of Appeal judgment about the interpretation of a pension increase rule.

Pensions Round-Up May 2021

16 July 2021

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including the publication of the Pensions Regulator's Annual Funding Statement 2021 and a DWP consultation on draft regulations to amend the statutory right to transfer.

Pensions Ombudsman Round-Up July 2021

13 July 2021

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as transfers, scheme changes and ill-health retirement.

Pensions Round-Up April 2021

28 May 2021

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including the publication of the Pensions Regulator's climate change strategy and a review of the legislation requiring trustees of schemes providing money purchase benefits to prepare a chair's statement.

Can employers grant employees a one-off results-based bonus to incentivize them to get the COVID-19 vaccine?

25 May 2021

REWARDS INSIGHTS

The Belgian Federal Public Service Employment, Labour and Social Dialogue (FPS) is of the opinion that it would, in principle, not be possible to grant a one-off results-based bonus to incentivize employees to get the COVID-19 vaccine.

Is tax advice a taxable benefit in kind?

20 May 2021

REWARDS INSIGHTS

In international employment relations, it is common practice that the employer and the employee agree that a tax advisor chosen and paid for by the employer prepares the tax return of the employee. This suits both the employee and the employer.

Australia – reforms to Employee Share Scheme rules

13 May 2021

Australia's COVID-19 'comeback' 2021-22 Federal Budget (Budget) was delivered by the Australian Treasurer, the Hon Josh Frydenberg, on 11 May 2021 and provides, amongst other things, changes to the tax treatment of Employee Share Schemes (ESS).

Pensions Round-Up March 2021

30 April 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the publication of the Pensions Regulator's corporate strategy and a consultation on the first phase of the Pensions Regulator's work on its single code of practice.

Don't forget the Social in ESG

6 April 2021

For the food and beverage sector the focus is on environmental issues such as packaging, sourcing materials or energy efficiency of production. However, the social element and particularly social consequences of low pay is also an important area. This means firms evaluating their own wage practices and those within the supply chain.

Pensions Round-Up February 2021

31 March 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's latest compliance and enforcement bulletin and a consultation relating to increasing the normal minimum pension age.

The Insurers Views on Residual Risk Certainty – Survey Analysis

30 March 2021

[INSURANCE HORIZONS](#)

We conducted a survey of all bulk annuity insurers who currently offer (or can offer) residual risks cover as part of their bulk annuity policy and have created an analysis report on the results.

The Reward Agenda: March 2021 BEIS Consultation: Strengthening Malus and Clawback

26 March 2021

Our Remuneration and Incentives team have prepared the a briefing, which considers whether we should expect significant changes to market practice regarding malus and clawback in executive remuneration in light of the government's White Paper on “Restoring trust in audit and corporate governance”, which was published earlier this month.

Pensions Alert: Consultation on the Pensions Regulator's new powers

18 March 2021

The Pension Schemes Act 2021 contains provisions introducing new powers for the Pensions Regulator (Regulator). These powers include two new criminal offences which are expected to come into force in the autumn: the offence of avoidance of employer debt and the offence of conduct risking accrued scheme benefits.

Pensions Round-Up January 2021

2 March 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including a DWP consultation on draft regulations and statutory guidance concerning governance and reporting by occupational pension schemes in relation to climate change.

Pensions Ombudsman Round-Up February 2021

26 February 2021

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as GMP entitlement, investment loss, transfers and overpayments.

Pensions Alert: Pension Schemes Act 2021

15 February 2021

On 11 February 2021 the Pension Schemes Bill, which was introduced to Parliament in January 2020, received Royal Assent, becoming the Pension Schemes Act 2021.

Pensions Round-Up December 2020

29 January 2021

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including a DWP consultation about proposed changes to the structure and rates of the general levy and a report from the small pots working group on recommendations to tackle deferred, small pots.

Pensions Round-Up November 2020

18 December 2020

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's latest compliance and enforcement bulletin and a High Court judgment about GMP equalisation and past transfers out.

'All in' remuneration packages are not allowed

7 December 2020

[REWARDS INSIGHTS](#)

Contractual documents between employees and employers sometimes contain "all in" remuneration packages. The Employment Appeal Tribunal decided, in its judgement of 9 October 2018 (published this year), that "all in" remuneration packages are not allowed under Belgian law. Find out in this publication what this judgement exactly means.

Premiums granted for an anniversary can be an income tax-exempt benefit

4 December 2020

REWARDS INSIGHTS

The Belgian tax ruling authority indicated that the one-off premium, that an employer grants its employees in the framework of an annual personnel party to celebrate the anniversary of the company and to increase social cohesion, can be qualified as a social benefit exempt from income tax. Read in this insight the details about this ruling.

Pensions Alert: CMA Order - Compliance Statements

3 December 2020

In December 2019, provisions of an Order made by the Competition and Markets Authority (CMA) came into force which impose obligations on trustees of occupational pension schemes in relation to competitive tenders for fiduciary management services and setting strategic objectives for investment consultants.

Mobility budget and working at home: Unexpected good friends?

2 December 2020

REWARDS INSIGHTS

The Act of 17 March 2019 concerning the introduction of a mobility budget allows workers to make their mobility more environmentally friendly under a beneficial tax and social security regime. Read in this publication how the legislation on the mobility budget should be applied in the current conditions where employees work at home.

Pensions Round-Up October 2020

30 November 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including a discussion document about the Pensions Regulator's corporate strategy and the government response to the DWP's 2019 consultation on simpler annual benefit statements.

Pensions Alert: GMP Equalisation and Past Transfers

25 November 2020

It is just over two years since the High Court issued its October 2018 landmark ruling in the case of Lloyds Banking Group Pensions Trustees Limited v Lloyds Bank plc and others which held that pension schemes must equalise benefits to compensate for the effects of Guaranteed Minimum Pensions (GMPs) accrued between 17 May 1990 and 5 April 1997.

Pensions Ombudsman Round-Up November 2020

19 November 2020

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as ill-health retirement, trustee duties, divorce, GMP entitlement and protected pension ages.

Pensions Round-Up September 2020

30 October 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including a DWP consultation on improving outcomes for members of DC schemes, a High Court judgment concerning rectification and the consultation on the PPF levy for 2021/22.

The impact of “Brexit” on UK pensions

23 October 2020

The UK left the EU on 31 January 2020. We are in a Transition Period that will end on 31 December 2020. Negotiations are ongoing for a new deal with the EU.

Pensions Round-Up August 2020

29 September 2020

PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pensions legislation, case law and regulatory guidance from August 2020.

Post-pandemic pensions problems

16 September 2020

Initial lockdown may now be drawing to a close, but in the pandemic climate, it appears that cash is king for the sponsoring employers of pension schemes. Many scheme employers are emerging from the quarantine period with an eye to the economy and are seeking to preserve cash given the various trading and liquidity pressures currently facing them.

Pensions Round-Up July 2020

21 August 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's Annual Report; a reminder on upcoming changes in relation to Statements of Investment Principles; an HMRC newsletter about GMP equalisation and a Court of Appeal judgment about equalisation.

Pensions Ombudsman Round-Up August 2020

12 August 2020

In this edition of Pensions Ombudsman Round-Up we report on determinations concerning issues such as pension increases, transfers and failure to pay contributions.

Pensions Round-Up June 2020

29 July 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including updated guidance from the Pensions Regulator relating to pensions and COVID-19 covering issues such as DB scheme funding, the Pensions Regulator's Corporate Plan for 2020-21 and amendments to the Pension Schemes Bill.

Pensions Round-Up May 2020

1 July 2020

PENSIONS ROUND-UP UK SERIES

In this edition of Pensions Round-Up we look at developments including updated guidance from the Pensions Regulator relating to pensions and COVID-19 covering issues such as DC scheme management and investment, automatic enrolment and DC contributions, and reporting duties.

Events

Previous

International Women's Day

10 March 2022

Webinar

Global Employment Webinar: 2021 Review and 2022 Preview

18 January 2022 | 8 AM - 9:30 AM PST | 11 AM - 12:30 PM EST | 12 AM - 1:30 AM HKT

Webinar

How to handle long term sickness absence in the Netherlands, a high risk area for employers

16 November 2021

Webinar

Global Employment Webinar on Return to Work Strategies, Vaccines and Testing

25 May 2021

Webinar

A Virtual Coffee with Aviva and DLA Piper

25 May 2021

A Virtual Coffee with Phoenix Life and DLA Piper

31 March 2021

A Virtual Coffee with L&G and DLA Piper

3 February 2021 | 11:00 AM - 12:00 PM EST
Webinar

A Virtual Coffee with Rothesay Life and DLA Piper

15 October 2020
Webinar

NEWS

DLA Piper wins at the WIPL UK Awards 2022

20 May 2022

DLA Piper's London-based Pensions De-risking partner Amrit Mclean has been named Innovative Leader at Law.com International's Women Influence & Power in Law (WIPL) UK Awards 2022, held in London on Wednesday, 18 May.

DLA Piper advises Standard Life on GBP1.7bn full scheme buy-in

20 January 2022

DLA Piper's Pensions De-risking team has advised Standard life on a £1.7bn full scheme buy-in for 7,600 scheme members. This completed in December 2021 in what was a record year for our client Standard Life.

DLA Piper partners Amrit Mclean and Nick Fitzpatrick recognised in The Lawyer's Hot 100 list

17 January 2022

DLA Piper's Head of Pensions De-risking Amrit Mclean and Global Co-Chair for the Media, Sport and Entertainment sector Nick Fitzpatrick have been recognised in The Lawyer's prestigious Hot 100 list for 2022.

DLA Piper advises Heidelberger Druckmaschinen on the relocation of its UK customer headquarters

16 June 2021

DLA Piper has advised Heidelberger Druckmaschinen AG ("Heidelberg") on the relocation of its customer headquarters in the UK.

DLA Piper advise Rothesay Life on its GBP290 million buy-in with IPC Media Pension Scheme

3 July 2020

DLA Piper's Pensions De-risking team has advised Rothesay Life on a GBP290 million buy-in with the IPC Media Pension Scheme. The transaction was completed in May, during a period of significant market uncertainty.

DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

Fountain Trustee Limited

Pension schemes are subject to ever more complex and wide-ranging legislation and the growth in pensions litigation is a reminder of the consequences of getting it wrong. With the pressure on trustees continuing to grow, in terms of their knowledge and understanding of business practices and the law, we can help.

Fountain Trustee Limited (FTL) has provided independent trustee services since 1991. Part of the internationally recognised law firm DLA Piper, our directors are all specialists in pensions law, with our longest serving staff having more than 10 years' trustee experience dealing with a wide range of issues. We have a pragmatic approach to business and have a proven track record of providing high quality trustee services.

What makes us different is that we provide legally sound trustee services plus specialised technical skills and project management. Most firms don't have this capability; our staff have practical experience of administering schemes; first-hand knowledge of the challenges, pitfalls and opportunities. At the same time, we also offer the legal know-how other specialist trustee service providers simply cannot match.

We have extensive experience in the following:

- Defined benefit, money purchase and cash balance schemes, insured schemes and self-administered schemes
- Scheme-specific funding valuations including negotiating schedules of contributions and contingent assets
- Negotiating a suspension of deficit contributions between triennial valuations
- Buy-outs and buy-ins of benefits and liability management exercises
- Dealing with the Pensions Regulator on matters such as clearance applications and approved withdrawal arrangements
- Insolvencies and acting as trustee of schemes in wind-up or assessment periods for the Pension Protection Fund

If you would like to learn more about how we can help, please view our brochure or contact one of our lawyers:

- Andrew McIlhinney
- Ben Miller
- Claire Bell
- Matthew Swynnerton
- Simon Evans