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**Call for Evidence Questions:**

 **Pension trustee skills, capability, and culture:**

Name of respondent(s)/organisation (please provide):

|  |
| --- |
| **Pension Scheme type (cross all those that apply)** |
| DC Master Trust (500+ employers approx.) |  |
| DC Master Trust (fewer than 500) |  |
| DC Single-employer trust |  |
| Collective Defined Contribution |  |
| Defined Benefit |  |
| Hybrid |  |
|  |  |
| Trustee |  |
| Administration |  |
| Investment consultant |  |
| Consumer organisation |  |
| Law firm |  |
| Other (please state) |  |

*Please indicate, next to any responses given, if you are* ***not*** *content for DWP to publish relevant sections of your responses in the future. Without a specific request for anonymity, we reserve the right to publish your response in full.*

**Chapter 1: Trustee skills and capability**

**Question 1: Do trustees know what the knowledge and understanding standards expected of them are?**

(Please enter your response here)

**Question 2: Do trustees currently meet the knowledge and understanding requirements expected of them? Are some types of trustee better than others?**

(Please enter your response here)

**Question 3: What are the barriers to improving trustee capability? What do you think government should do to ensure that all trustees meet the standards expected of them? Does trustee liability put off potential trustees?**

(Please enter your response here)

**Question 4:**  **Do trustees (including Master Trust trustees) have the right knowledge and understanding to invest in the full breadth of investment opportunities? If not, what can be done to improve this?**

(Please enter your response here)

**Question 5:  Is there enough understanding of advice around the consolidation of schemes?**

(Please enter your response here)

**Question 6:**  **Do you think that the government should require all trustees to provide information to enable TPR to keep a register of all trustees?**

(Please enter your response here)

**Question 7:  If the government were to require this information, would it be best achieved through the scheme return or through a separate trustee return?**

(Please enter your response here)

**Question 8:  Do current accreditation frameworks provide a high enough bar to equip trustees who become accredited to properly fulfil their role, including in making investment decisions?**

(Please enter your response here)

**Question 9: What proportion of your trustee board are accredited trustees?**

(Please enter your response here)

**Question 10:  If we required each scheme to have a certain proportion of accredited trustees, where should this bar be set? Should Master Trusts be required to have a greater proportion of accredited trustees than single-employer schemes?**

(Please enter your response here)

**Question 11**: **Should there be more rigorous requirements for those acting in the capacity of a professional trustee? What sort of requirements/standards should professional trustees be meeting? Should there be mandatory accreditation?**

(Please enter your response here)

**Question 12:  How would you define a professional trustee for the purposes of legislating for all professional trustees to be accredited?**

(Please enter your response here)

# Chapter 2: The role of advice

**Question 13: What are your observations on the external support trustees are given to make investment decisions, particularly in relation to unlisted equities?**

(Please enter your response here)

**Question 14: What changes could be made, including to the regulatory environment, to improve trustee support in relation to unlisted equities?**

(Please enter your response here)

**Question 15: To trustees: To what extent do trustees use investment consultants to support decisions around allocations to unlisted equities? Did they subsequently increase? Is there a deficiency of knowledge or expertise by investment consultants of these types of investments?**

(Please enter your response here)

**Question 16: What changes could be made to investment management to support pension scheme investment decision-making?**

(Please enter your response here)

**Question 17: To trustees: How does legal advice impact on your investment decisions? What is an acceptable level of tolerance for investment risk? Is there a culture of ‘risk aversion’?**

(Please enter your response here)

# Chapter 3: Barriers to trustee effectiveness

**Question 18: Is fiduciary duty a well-understood concept? Do current regulations and guidance support trustees to make investment decisions which seek higher returns for members? If not, what changes would be useful?**

(Please enter your response here)

**Question 19: Do trustees currently make investment decisions in the long-term interests of pension savers? If not, what barriers are there to trustees making investment decisions in the long-term interests of savers?**

(Please enter your response here)

**Question 20: How do trustees balance investment returns, costs and charges, and services when making decisions in the long-term interests of savers?**

(Please enter your response here)

**Question 21: Do trustees’ fiduciary duties discourage investment in alternative asset classes? If so, please explain with examples.**

(Please enter your response here)

**Question 22: Is the way in which trustees exercise their fiduciary duties preventing trustees from seeking the best returns for pension savers? If so, what is causing this?**

(Please enter your response here)

**Question 23: Do those actors who have most influence on advice to trustees on long-term investment decisions experience any challenges or barriers in provision of their advice on illiquid assets? If so, what would unblock this?**

(Please enter your response here)

**Question 24*:* Would trustees find it helpful if they received more direction from regulators when assessing their investment decision making? In addition to our work on Value for Money we are also interested in whether the advice for trustees provided by regulators via training and guidance supports our objective to shift the focus from cost to value?**

(Please enter your response here)

**Question 25: Do lay trustees have enough time and support to perform their duties effectively? Do professional trustees? If not, what changes would support this?**

(Please enter your response here)