

Skills and knowledge through a trustees' eyes



Knowledge of the roles and responsibilities



Recovery plans and funding

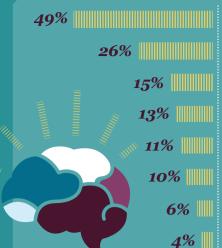


Administration



Knowledge of pensions law

What makes trustees tick?



Interested in pensions

Generally willing to help the employer where theycan

Knowledgeable about pensions

Wanted to represent members / look after their interests

Have a job which is relevant to being a trustee

Co-opted or volunteered

by management Have time to take on this role

Personal development/ career progression

Had previous/ 4% relevant experience

What does a 21st century trustee look like?

The genetics of the trustee types:

A thirst for knowledge:



Just **Both** professional /corporate

26%

Just nonprofessional

46%



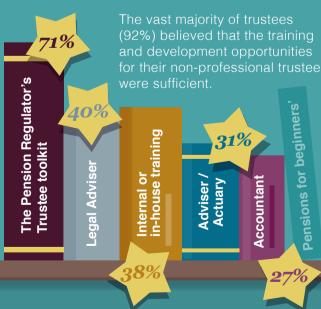




16% **Actuarial** science

17% None of these held

Top 5 'go-to' sources for trustee training



Others included: Independant financial advisor 23%,

Base: All where non-professional trustees, have undertaken training (Route A only)(163, 0% don't know).

Whizzing between duties...



Average time spent on trustee duties

Less than 1 day per year 1-4 days per year

10-14 days per year 15-24 days per year

5-9 days per year

25+ days per year