

➤ ESB SUBSIDIARY COMPANIES PENSION  
SCHEME

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Chair, Trustees

# How I became a Trustee?

# ESB Subsidiary Companies Pension Scheme

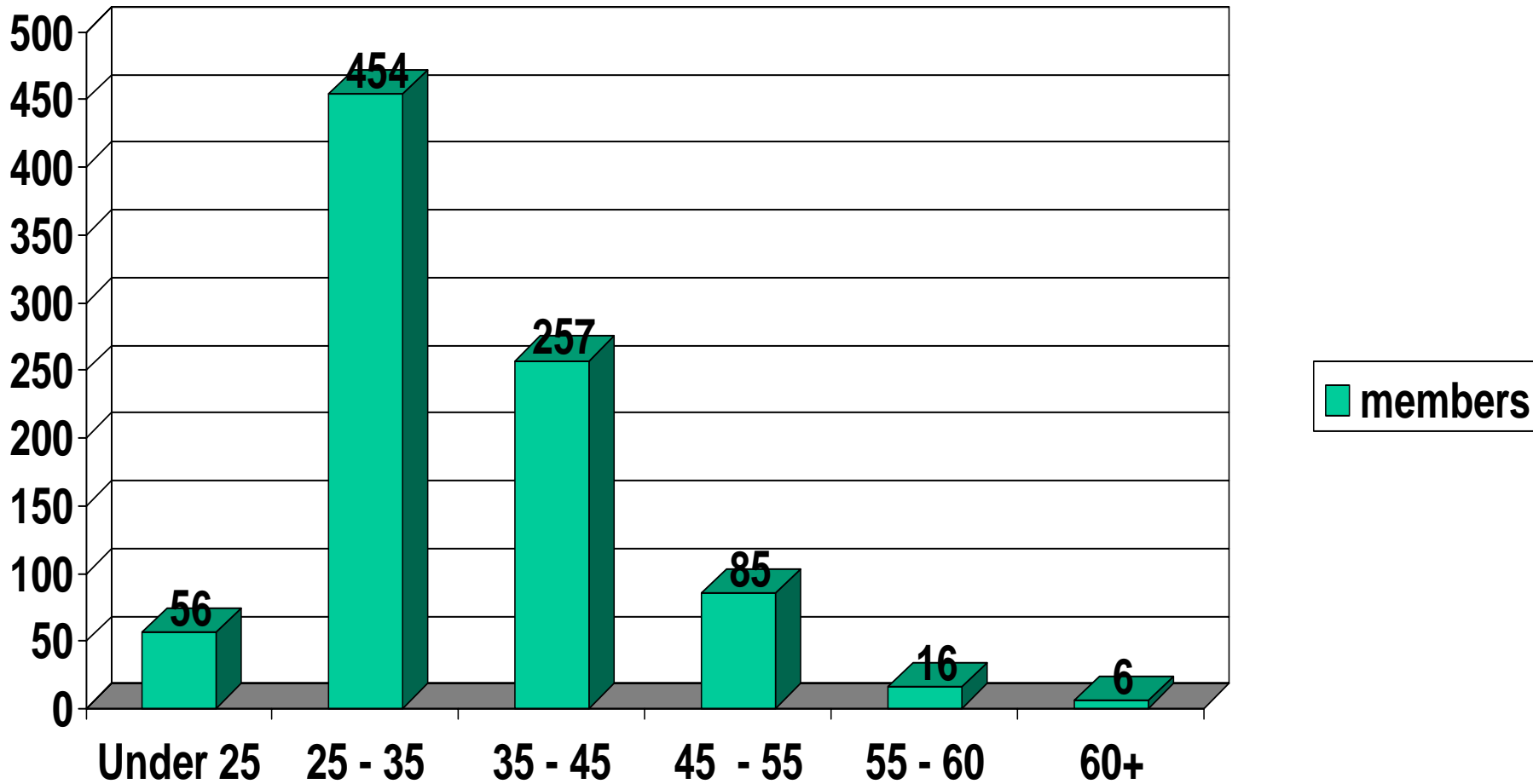
- **The Scheme was established in 1991**
- **Purpose is to provide retirement and life assurance benefits for its members.**
- **It operates on a defined contribution basis**
- **Distinct legal entity and separate in every respect from the employer.**

# About the Scheme

- Contributions
  - Employer: 8% for majority of staff ( pre 2001 5%)
  - Employee: Min 5% contribution
- Life Assurance paid by Company
- Administration Cost paid by Employer
- Investment Management Fee paid by member

Active members	890
Deferred members	270
Assets 1/1/2008	€37.4m
Annual Contribution	€7m inc AVC's

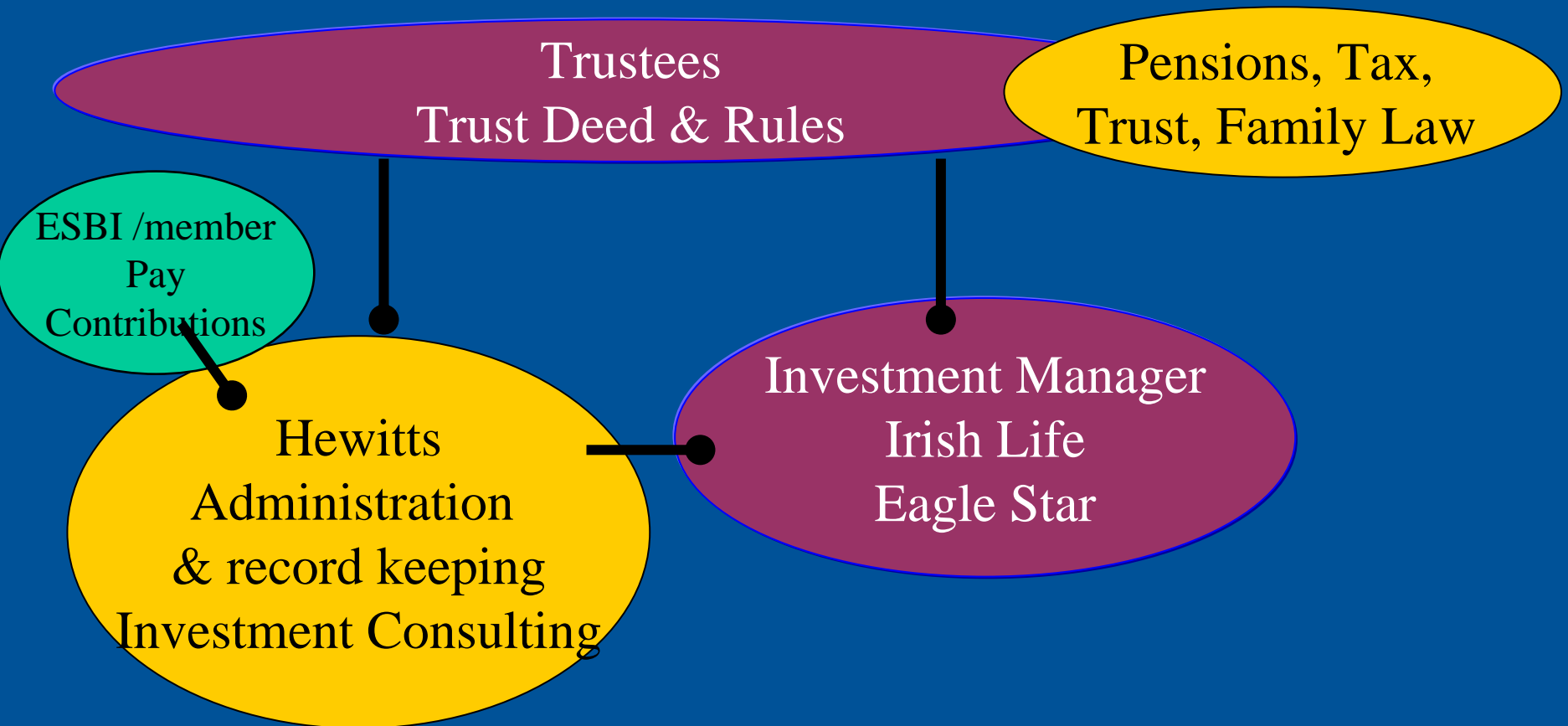
# Age Profile



Avg age 34

# Structure of Pension Scheme

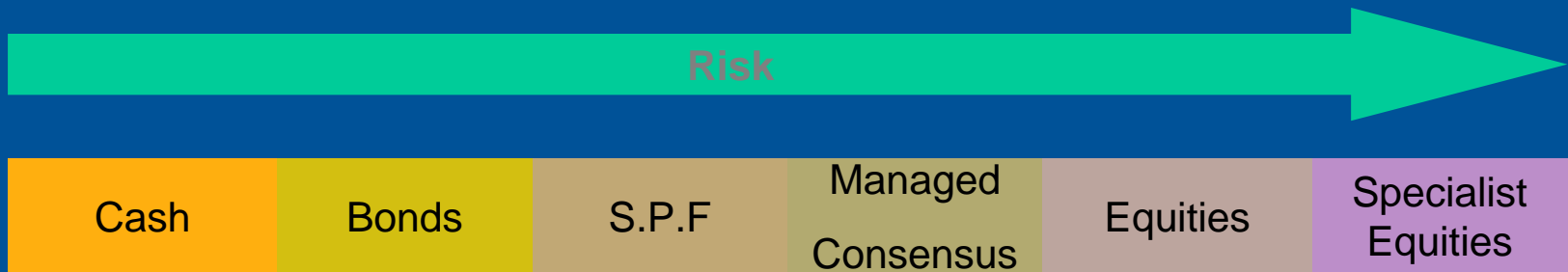
Independent of and legally separate from ESBI



ESB Pension Office advise Trustees  
on the Good Governance of the Scheme

# Investment Choices

- Reviewed by Trustees in 2007
  - Life Style Default option



# Trustee Board

- 6 Trustees 50:50 Elected Member and Company Representation
- Quarterly Meetings,
  - Long term advance notice
  - Standing Items,
    - Minutes
    - Admin Report
    - Investment Update
    - Trustee Training Register update
  - Adhoc items,
    - review of certain policies
    - updates from various parties

# How we carry out our duties

- Governance Manual
  - Formal Framework
  - Trustee Policies
    - Internal Dispute Resolution (IDR)
    - Statement of Investment Policy Principles (SIPP)
    - Deferred Members
  - Advisors and providers to Scheme
    - Auditor
    - Investment Managers
    - Administrator
    - SLA

# Year planner

- Regulatory requirement
  - Report & Accounts
- Investment Reviews
- Investment Manager Review Meeting
  - 1/2 yearly
- Member Communications
  - Benefit Statements
  - Member Presentations
  - On-Line Access
- Administrator Review
  - Formal process every 3 /4 years

# Risk Review

- Risk Register
  - Identified
  - Measure the impact
  - Put in place controls to ensure risks are mitigated

# Accountability

- Ensuring those who have been delegated authority to undertake tasks on behalf of Trustees are complying.
- Formal Qtr and Annual Sign off from Administrator on every aspect of the scheme administration
- Sign off from Company on Registration and Payment of Pension Board Fees

# Trustee Training.

- Requirements under the Act
- Trustees keen to understand the issues and keep up to date
- Specific Training inputs on Trustee Governance, Investment.
- Site Visit to Administrator, one meeting a year held in administrator office
- Governance Manual good source of information for all our Trustees

# How we see Trustee effectiveness

- *Achieve their objectives and comply with their duties*
  - *Appropriate mix of skills*
  - *Effective meetings*
    - *Information flow*
    - *Time lines*
    - *Delegation*
  - *Adherence to appropriate ethical standards and values. (Code of Conduct agreed)*
  - *Working in partnership - strive for consensus*

**THE END**