



Single Code of Practice

Helping you to understand the gaps

Understanding how your pension arrangement will meet the expectations in the 51 modules of the new single code of practice will take time. Aon has therefore created a simple and efficient assessment process to help you plan ahead and fill any gaps in your current approach to governance.



Why assess and why now?

The draft single code of practice defines the expectations for an Effective System of Governance (ESOG) and incorporates the Institutions for Occupational Retirement Provision (IORP II) requirements for pension schemes. **It's much more than a simple consolidation of existing codes.**

Understanding what is new and where the 'bar has been raised' will take time and planning. Our assessment will allow you to identify the gaps in your existing governance and plan accordingly.

How can Aon help?



Check

Our consultants will work with you to understand your current processes and policies, whether these require review and how you currently monitor and document your governance. We compare this to the ESOG requirements, considering relevance and proportionality to your scheme's size and complexity.



Report

We highlight the gaps in your policies or processes and will help you prioritise any resulting actions. Our analysis provides commentary on minimum standards required, and a summary of best practice, helping you consider what is appropriate for your circumstances.



Plan

We can help you plan your next steps, provide sample templates for you to work from, identify the 'easy wins' and those which will require more oversight.

Prepared for: Governing bodies of pension schemes

Prepared by: Aon governance team

Date: 15 July 2021

How does our assessment help?

We have invested significant time to understand the requirements in the Single Code of Practice. Using our knowledge and experience allows you to focus on the relevant actions for your circumstances. We will report against all of the modules in the code section by section. Each module is rated, by comparing your current practice to the Regulator's expectations, giving you the opportunity to prioritise actions and plan your next steps.



Meeting requirements

Many areas already have effective governance. The report will identify these so you can continue with business as usual.



Partially meeting requirements

You need to make adjustment or supplement your governance. The report will provide recommended actions to consider.



Not meeting requirements

We will aim to be pragmatic and will prioritise the key actions for you to focus on. Our report sets out the recommended actions to consider.

What's in the report?

Breaking it down

We can look at the entire code, but we expect most governing bodies will want to break it into sections and tackle one area at a time.

At a glance..

Each section includes a dashboard, highlighting overall ratings for modules in the section.

Summary

A summary of policies and other documentation is also provided, helping you track reviews and missing items.

In detail

Each module is also covered in detail. Helping you understand what the Regulator expects.

Introduction

The "Governing body" The consultation process that led to the new code applies to occupational personal and public service pension schemes.

As a result of the TFS evidence a new level of "Governing body" is being created in terms of occupational pension schemes, managers of personal pensions schemes, and the scheme managers and pension trustees of public service schemes.

Key:

- Meeting requirements
- Partially meeting requirements
- Not meeting requirements

Interaction with existing codes

Once the new code comes into force, the existing codes will be revised. The following existing Code of Practice are not yet approved and will continue to apply:

- Available Code
- Existing related standards
- Guidance on existing Code
- Documentation in relation to the national defined last Administrator and supervisor of pension funds

Governance at a glance.....

- Risk of the Governing body:** Generally meets expectations (Green)
- Risk of the plan:** Generally meets expectations (Green)
- Working knowledge of Pensioners:** Generally meets expectations (Green)
- Recruiting to the governing body:** Partially meeting expectations (Yellow)
- Meetings and the team making decisions:** Partially meeting expectations (Yellow)
- Continuation of knowledge:** Partially meeting expectations (Yellow)
- Member nominated Trustee appointments:** Generally meets expectations (Green)
- Remuneration policy:** Partially meeting expectations (Yellow)
- Ability / maintaining knowledge:** Partially meeting expectations (Yellow)

ESOG policies and documents - summary

Policy name	Status	Last review date	Next review date	Review made
Investment policy TSB 014	Green	2022/02/01	2025/02/01	Yes
Asset Policy TSB 014	Green	2022/02/01	2025/02/01	Yes
Investment Strategy and Investment Policy TSB 016	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 016	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 018	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 019	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 020	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 021	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 022	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 023	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 024	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 025	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 026	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 027	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 028	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 029	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 030	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 031	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 032	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 033	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 034	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 035	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 036	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 037	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 038	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 039	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 040	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 041	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 042	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 043	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 044	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 045	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 046	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 047	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 048	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 049	Green	2022/02/01	2025/02/01	Yes
Investment policy TSB 050	Green	2022/02/01	2025/02/01	Yes

The Governing body – Knowledge and understanding

Working knowledge of pensions – TGB 017

Questions considered

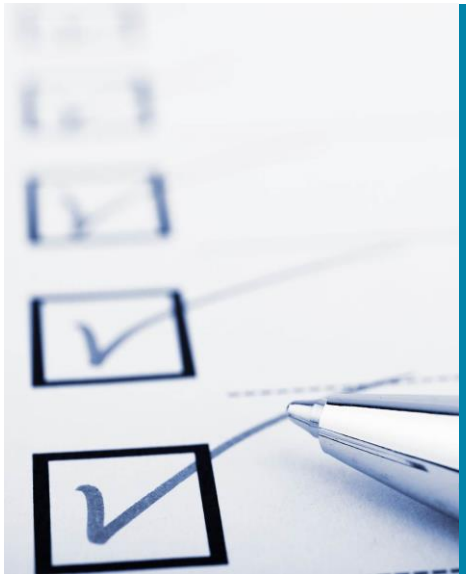
- Does the scheme maintain a list of items that Trustees must act on together with TFS, and the quality of those items?
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Key: all items will need to be reviewed every year to ensure that they remain relevant. Aggregated in the Single Code are relevant.

Regulatory requirements

Legal requirements

Why Aon?



Our assessment will guide you through the requirements of the new code, giving you confidence in your governance arrangements and your key priorities.

- Straight-forward advice - We give you an easy to follow report with clear recommendations
- Experience - Our specialists are experienced in all areas of good governance and understand the detail of the Single Code of Practice
- Proportionate approach - We help you focus on the priorities
- Ready to go – We have existing tried and tested structures that are easy to implement
- Training – We have experts who can help with any knowledge gaps
- Ongoing support – We can work with your risk management function to assist development of your Own Risk Assessment and ensure your governance is maintained



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