

The Early Career Professionals Newsletter

September 2023

Dear All,

In this regular update on our activities for early career professionals, we are pleased to share with you the launch of a new event, [What will DC pensions look like in a decade?](#)

I also wanted to bring to your attention that we recently launched our revamped [website](#) in July, which now features a [new ECP section](#). We would be grateful if you could take a moment to check it out and provide us with your valuable feedback.

Recent Early Career Activity

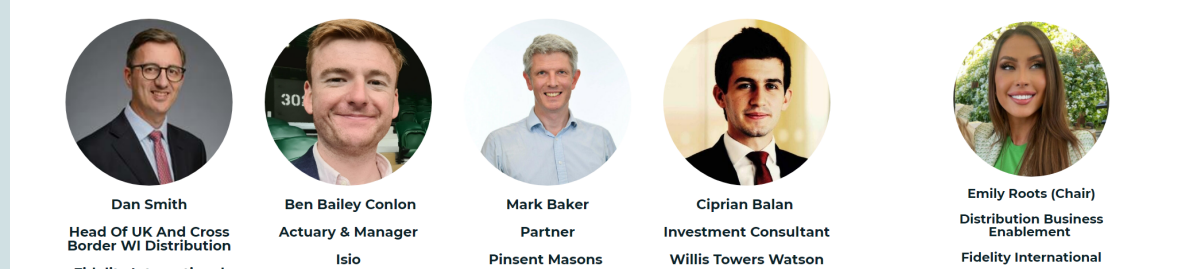
We held our fourth Early Career Professionals hybrid event, 'Improving Diversity & Inclusion in the Pensions Industry'. Those who were able to attend in person could also network with their colleagues and the speakers, over drinks after the event.

If you missed it, you can watch the recording [here](#). Thank you to all who attended on the day, it was great to have you there – and we hope to see you at future events.

We have now also completed the second phase of our networking project. Many thanks to those who participated in this phase. We really appreciate any feedback you are able to provide to help us improve the approach. If you would like to register your interest for the third phase (more to follow), please register [here](#).

Upcoming Early Career Events

[View all Events Here](#)



Dan Smith
Head Of UK And Cross Border WI Distribution
Fidelity International

Ben Bailey Conlon
Actuary & Manager
Isio

Mark Baker
Partner
Pinsent Masons

Ciprian Balan
Investment Consultant
Willis Towers Watson

Emily Roots (Chair)
Distribution Business Enablement
Fidelity International

What Will DC Pensions Look Like in a Decade?

HYBRID EVENT!

Join us online - 3 October from 4:30 pm till 5:45 pm

Attending in person? Coffee & Registration Opens at 4:00 pm & join our speakers after the event for drinks.

Limited capacity, so please don't forget to RSVP!

Hosted by Fidelity International

[REGISTER HERE](#)

SAVE THE DATE...

We will soon be announcing another ECP event, 'Christmas Social and The Debates'. Please keep the afternoon of the 7th of December free, and we will be in contact soon with more information.

Careers Explored - Short Recordings

To share the insights of a diverse range of our members' career journeys with you, we have developed a series of short interviews with a range of leaders in pensions. These explore the paths taken and what was required to get there, how specific professions may evolve in future and what lessons have been learnt on the way.



Atul Del Tasso-Duphelia
Covenant Specialist



Faye Jarvis
Pensions Lawyer



Laura Higgins
Actuary



Natalie Winterfrost
Pension Trustee



Michel Bernard
Fund Management

SPP Event Recordings

[View all Past Event Recordings Here](#)



[Pension Dashboards – Considering Industry Priorities and PASA Value Guidance](#)



[SPP Emerging Issue Event - High Court Decision, Virgin Media vs. NTL Pension Trustees](#)



[SPP & APL Event - Managing surpluses in DB transactions](#)

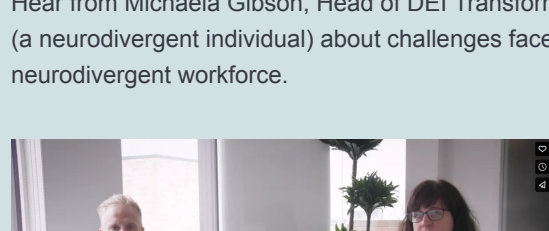


[Future Outlook For Longevity](#)

EDI Work

As part of our continued commitment to creating valuable resources for our members, SPP partnered with [GAIN](#) to produce this interview, an organisation that champions neurodiversity to positively impact lives and improve workplaces.

Hear from Michaela Gibson, Head of DEI Transformation & Programme Management at Phoenix Group (a neurodivergent individual) about challenges faced and how firms can bring out the best in their neurodivergent workforce.



[SPP In conversation with Michaela Gibson about neurodiversity](#)

SPP's Technical work

[View SPP's formal consultation responses here](#)

1 / SPP's committees have recently responded to DWP's four consultations, following the Chancellor's Mansion House Speech:

- [Options for Defined Benefit schemes](#)
- [Helping savers understand their pension choices: supporting individuals at the point of access](#)
- [Pension trustee skills, capability and culture](#)
- [Ending the proliferation of deferred small pension pots](#)

2 / Please look out for our forthcoming paper on the pro/cons of the abolition of the Lifetime Allowance. This will take an unbiased view on what the consequences are for retention/abolition/reintroduction.

3 / Our Investment Committee has been working on a paper exploring the future of DB investment. It will be explored at [this conference session](#) and circulated in September.

4/ We have been developing a short guide for schemes on what to ask of their asset managers, from an ESG perspective. This will be published shortly.

Ongoing Opportunities

We have nine technical committees: Legislation, DB, DC, CDC, Covenant, Investment, Administration, Financial Services Regulation and Public Sector. You would be very welcome to attend one of these meetings, online, as an observer (so do not worry, you will not be put on the spot!). If you are interested, please email [Carla](#). More details on committees and their terms of reference can be viewed [here](#).

All of our events are recorded and can be viewed on our website [here](#).

For a summary of our key activity, please see our [LinkedIn profile](#).

As an early career professional, we want to assist you in the best way we can. Do please let us know if there are other offerings that you would like us to consider. Our Early Career Group steers this activity and they are always keen to explore new ideas.