

# PENSIONS

## WHAT WE DO

UK pensions law is complex and often difficult to unravel and apply. The Shoosmiths pensions team is recognised for its clear and straightforward advice and support for its clients. We work with trustees to ensure they comply with legislation and their scheme's provisions.

Knowledge is essential to trustees and employers alike. Through targeted training and proactive contact we ensure all our clients manage their schemes confidently and competently.

We work with employers to give commercial targeted advice. We listen, and take time to understand commercial imperatives. Risk management and reduction, and support for pension liabilities within a commercial context, is a key part of our offering.

We have specialist teams working on scheme buy-ins and buy-outs, liability reduction exercises, data protection and investment contract reviews as well as providing day-to-day scheme governance advice.

As well as advising our clients on the management of UK pensions, we also work closely with our own corporate team and other legal firms without pensions expertise to support their clients on corporate reorganisations, mergers, scheme design and other commercial transactions.

## RECENT ADVICE

### A selection of recent work includes:

Advising on a corporate sale involving a complex historic TUPE transfer issue relating to a prior final salary scheme, Rohan Group Limited.

A specialist team simultaneously advising the trustees of three historic schemes, operated by the same multi-national sponsoring employer, in relation to the full buy-out of the schemes against a truncated time-frame of three months; including advising on various complexities surrounding equalisation issues and GMP underpins.

Engaging with a number of clients – both trustees and employers – on the closure of their schemes using a variety of pathways including scheme amendment, employment contract variation and consensual opt out.

Advising the trustee of a sectionalised scheme on the transfer into one section of the assets and liabilities of an overseas pension plan, including discussions with the Pensions Regulator and the sponsoring employer, to ensure the section did not become contaminated for cross-border purposes.

Training delivered to RNIB in relation to data protection and the Data Protection Regulations and production of Chairman's statement in respect of money purchase benefits in the scheme, ongoing disclosure advice.

Advising an employer which participated in two DB schemes of ways to deal with the liability in connection with a potential sale to ensure that all stakeholders' interests were considered and the deal was a win-win for all parties.



Gold Until 2020

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## WHY SHOOSMITHS?

Shoosmiths' pensions team consists of 14 specialist pensions lawyers and advisers across the UK.

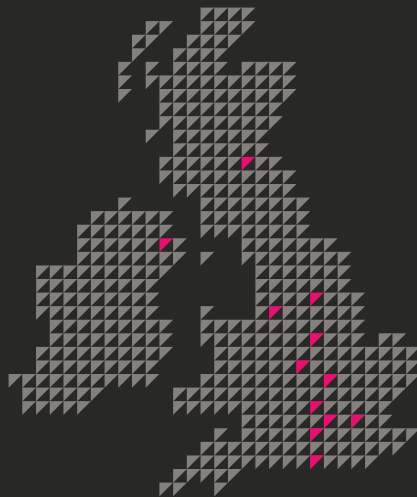
We provide innovative solutions to trustees working to restricted budgets and with limited time to ensure that they get the guidance and support that is required. We pride ourselves on being easily accessible and readily available.

The team is very experienced and has dealt with the full range of pension issues. Our practice supports both trustees and employers in diverse industries including engineering, construction, retail and not-for-profit. We are well placed to deliver appropriate, proportionate and strategic advice at the highest level.

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## KEY FACTS

- 189 partners and 740 legal advisers
- Turnover £116.7m to end April 2017
- Rated a 'Best Employer' for the 13th consecutive year in 2017 – Legal Week
- Recognised twice in the latest FT Most Innovative Law Firms report (for the eighth consecutive year)
- 'Best Talent Initiative' finalist – Business Leadership Summit & Awards 2016
- Gold standard status until 2020 – Investors in People



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## INTERNATIONAL

Shoosmiths is part of the World Services Group, an international network of professional services firms spanning 115 countries. Access to this network helps clients obtain the right legal advice in global markets.



To receive our briefings go to [www.shoosmiths.co.uk/register](http://www.shoosmiths.co.uk/register)

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## WHAT OUR CLIENTS SAY



*"Their service is outstanding ... always on time, very smart, good back-up from Shoosmiths' other departments and excellent value."*

**Mike Smith**, Chair of One Ecolab Pension Plan Trustee Limited



*"The trustees have received EXCELLENT help and advice ... it is very reassuring to have Shoosmiths in the background to call upon when the trustees require legal advice."*

**Ian Harris**, Pensions Administrator, Southern Testing



*"Shoosmiths are very good – they are responsive, commercial and pretty robust in negotiations."*

**Chambers UK**



*"Shoosmiths' team is highly creative and able to see the bigger picture."*

**Legal 500**