



Guidelines for Fellowship Applications 2019

Council is pleased to invite those Associates who meet the following guidelines at **1st October 2019** to apply for Election to Fellowship:

1.

A.

- (a) Continuous membership of the Institute as an Associate for at least 5 years – (but no minimum period for Founder Members)
- (b) (i) hold a recognised accountancy, actuarial, insurance, pensions management, secretarial or legal qualification by examination and have a minimum of 10 years full-time experience in pensions scheme work of which 5 years have been spent in a senior position;

Or

(ii) in the absence of a formal relevant qualification as outlined above, have a minimum of 12 years full-time experience in pension scheme work of which at least 7 years have been spent in a senior position; and

- (c) currently, employed in a senior position, in which at least 30% of the applicant's time is spent on pensions or other employee benefits.

OR

B Fellows of the Pensions Management Institute

2. Reference in 1 above to “full-time” and “senior position” is taken to mean:

“Full -time” Throughout the relevant qualifying periods not less than 75% of the applicant's time has been spent on pensions and other employee benefits; this need not necessarily be continuous or current experience;

“Senior position” Will be construed literally and Council will need to be convinced that the position held involves substantial responsibility in relation to the management, control and administration of pension schemes and for the structural organisation and personnel directly related to the pensions function. The applicant must clearly be seen to be a person exercising considerable authority over the direction and operation of the pensions functions and Council stresses that clear evidence of the seniority of the

position(s) held by the applicant will be required. Applicants in specialist areas should be able to demonstrate equivalent status.

3. Applicants are required to have fully completed the IIPM's programme of Continuous Professional Development (CPD) for each of the prior 3 calendar years, and that the applicant can provide a copy of their logged training schedule. Non IIPM qualifying CPD will not be considered.
4. Applicants are required to obtain at least two attestations in confirmation of their eligibility for consideration. The attestations should be:
 - (a) (i) the appropriate member of senior management of the applicant's current employer, or senior partner, (the appropriate member of senior management of the applicant's previous employer if the applicant has been in their current post for two years or less); and
 - (ii) a fellow of the Institute who should ideally be employed in a different organisation from that of the applicant.

OR

- (b) where the applicant is the chief executive or senior partner of his/her organisation, or in other cases where it is impractical to obtain attestations from within your present or previous organisation as in 3(a)(i), two Fellows of the Institute.

The Attestors will be asked to state from their personal knowledge:

- (a) that the applicant meets the criteria set out in paragraphs 1 and 2 above;
- (b) that they have seen information supplied by the applicant and that it is to the best of their knowledge and belief correct;
- (c) how long and in what circumstances they have known the applicant, and
- (d) why it is in the interests of the Institute for the applicant to be elected to Fellowship.

Attestations should be submitted directly to the Institute and accompany the relevant Fellowship Application Form.

5. Council stresses that the above guidelines and requirements will be carefully addressed and that the attestations will be given considerable weight.
6. To assist applicants in their assessment of their eligibility and in the completion of their applications, Council lists the following reasons for the rejection of unsuitable applications in previous years:
 - (a) insufficient pensions experience at senior level;
 - (b) insufficient information given in respect of the extent of the pensions functions of employer/firm;
 - (c) insufficient overall pensions experience;
 - (d) insufficient information given in respect of position(s) held with the organisation;
 - (e) incomplete or unfavourable attestations.

7. If having read the above information you feel that you are eligible for consideration, an application and attester form may be obtained from info@iipm.ie , and these should be returned before 28th October 2019 to

“Fellowship Application – Confidential”

Elma Fox, President

The Irish Institute of Pensions Management

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8. The decision as to who will be elected as a Fellow rests solely with Council but it is hoped that the adoption of the procedures outlined above will enable Council to act with maximum objectivity in carrying out this difficult task.
9. All the information supplied by the applicants and the attestors will be used by Council solely for the purpose of reaching its decision in respect of election to Fellowship and will be treated with the utmost confidence.
10. No correspondence will be entered into in respect of applications for election to Fellowship.