



PENSION PARTNERS

Curriculum Vitae

Pauline Anning

Founding Partner

Pauline has been a specialist pensions lawyer for over 22 years and her career has included partnership roles in leading UK law firms. Originally a barrister, Pauline advises on all aspects of occupational and personal pension schemes and is known for providing solution-based, clear and unambiguous advice. In 1995 she left Hammonds to establish the highly successful specialist pensions practice, Anning Law. In 2009 she was joined by another pensions specialist, Kate Ive, and Pension Partners LLP was formed.

Experience

General Advisory

- Pauline advises employers and trustees on all aspects of occupational and personal pension schemes, including the impact of new legislation, regulatory changes, scheme governance, internal disputes, complaints to the Pensions Ombudsman and court applications. Pauline also provides pension support to the corporate finance departments of several large commercial firms. A summary of the work she undertakes is set out below.

Corporate Transactions

- Advice on the pensions issues on company share and asset sales, and management buy outs.
- Undertaking due diligence for corporate investors.
- Advice to corporates and financial backers of companies who wish to extract value from any given group of companies.



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- Advice on the moral hazard provisions of the Pensions Act 2004, liaison with the Pensions Regulator and the submission of clearance applications.
- Advice on the Transfer of Undertakings (Protection of Employment) Regulations 2006, and the impact of Beckmann liabilities, including the implications of the Procter & Gamble case.
- Advice in relation to cross-jurisdictional transactions.

Regulatory and Statutory Compliance

- Advice on all aspects of regulatory and statutory compliance, including conflicts of interest, member-nominated trustees, tax simplification, age and sex discrimination, and automatic enrolment.
- Advising in respect of the Pension Protection Fund and dealing with the Pension Protection Fund levy.
- Liaising with the Pensions Regulator on behalf of both employers and trustees.

Public Sector Work

- Pauline has experience in advising hospital trusts, local authorities, universities and schools in relation to the public sector schemes.
- Advice to employers of passport schemes.
- Advice to both public sector bodies, and individual contractors in relation to outsourcing exercises, the application of Fair Deal, drafting and assessing Invitation to Tender documentation, and the commercial Transfer Agreement.
- Drafting and advising on the implications of “cap and collar” and “pass through” provisions, admission agreements and putting in place parent company guaranties and bonds for the LGPS.

Investment, Scheme and Corporate Restructuring

- Advice to employers and trustees of pension schemes on strategies to reduce scheme liabilities, including benefit design and scheme closure.
- Putting in place mechanisms to minimise or contain the debt under section 75 of the Pensions Act 1995, including flexible and scheme apportionment arrangements and withdrawal arrangements.



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- Advising on the statutory funding regime.
- Assisting employers and trustees in investment restructuring exercises – advising on the legal aspects of investments and negotiating investment management and custodian agreements
- Advising on, and project managing, the winding up process of pension schemes.

Insolvency

- Advising employers and trustees in respect of the pension issues arising in solvent and insolvent voluntary liquidations, pre-pack insolvencies and company voluntary arrangements.
- Project managing entry into the Pension Protection Fund.

Documentation

- Drafting and advising on pension scheme documentation, including definitive deeds, deeds of adherence, substitution and trustee appointment, administration and investment management agreements, and all forms of member literature, scheme booklets and announcements.
- Advice to insurance companies and professional trustees in respect of small self-administered pension scheme products and self-invested pension plans, preparing the governing documentation and explanatory literature and putting in place default investment management agreements in respect of the individual SIPP portfolios.
- Advice to banks in relation to the ability of pension scheme trustees to mortgage assets and give security.
- Advising on, and drafting, the pension provisions in service contracts and compromise agreements.

Independent Trusteeship

- Acting as independent trustee of money purchase and final salary occupational pension schemes, and in respect of schemes that are both on-going and winding up.



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Career

- 2009 – formed Pension Partners LLP, incorporating Anning Law, with Kate Ive
- 2005 – 2009 Establishing partner and principal of Anning Law
- 1995 – 2005 Solicitor and partner at Edge & Ellison (later Hammonds and currently known as Squire Sanders)
- 1993 – 1995 Herbert Smith
- 1991 – 1993 Berwin Leighton (now Berwin Leighton Paisner)
- 1989 – 1991 Barrister
- 1986 – 1988 Insurance and re-insurance broker in Lloyds

Qualifications

- BA University of Durham
- Associate of the Chartered Insurance Institute
- Barrister 1989 – 1992
- Admitted as a solicitor 1992

Pauline is a member of the Association of Pension Lawyers and an Associate of the Chartered Insurance Institute. In 1989 she researched a book on employment law in EEC countries for the London Chamber of Commerce.