

# Could you be a Member Nominated Director?

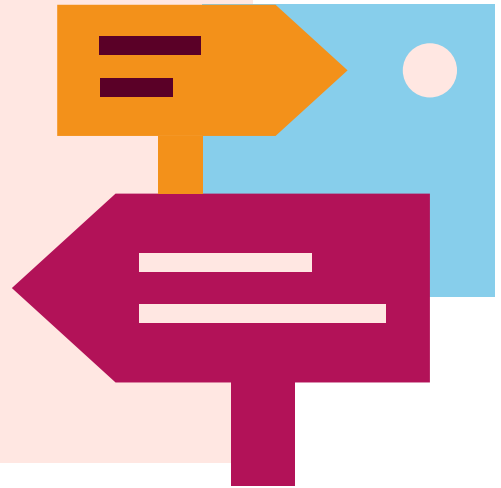
Are you curious,  
committed, and ready  
to support the future of  
the MRC Pension Scheme  
for its members?

Then you're exactly who we're  
looking for. You don't need to  
be a pensions expert - we'll  
provide all the training and  
support you need.

Our guide explains what the role involves,  
how the Trustee Board operates, and what  
you can expect if you decide to apply.



# A rewarding role with *real* impact.



Being a Member Nominated Director (MND) is an opportunity to make a meaningful difference for members of the MRC Pension Scheme (the Scheme).

As an MND, you'll work alongside your fellow Trustee Directors to oversee how the Scheme is run - ensuring members' benefits are protected and decisions reflect the legacy we've all helped build.

## Develop valuable experience

You'll gain valuable leadership skills and insight into how pension schemes operate - from governance and investment strategy to risk management and regulation, with guidance from experienced advisers.

It's a role that's both personally and professionally rewarding for those ready to take on a new challenge.

## Could it be you?

- No previous trustee experience is required
- Training and ongoing support will be provided
- What matters most is a willingness to learn, ask questions, and carry out your role with care and integrity

## Am I eligible?

You can apply to become a Member Nominated Director if you:

- Are an Active Member (currently contributing) or a Pensioner Member of the Scheme
- Are willing and able to take on the responsibilities of a Trustee Director

### You must not:

- Have been convicted of offences involving dishonesty or deception (unless legally spent)
- Have been declared bankrupt in the last five years
- Be disqualified from acting as a company director or trustee director by The Pensions Regulator

# What is a Trustee Director?



'Our members are the reason we exist'

A Trustee Director acts in the best interest of members - with the ultimate responsibility of making sure members' benefits are paid when they are due.

## Bringing the member experience to the board.



Member Nominated Directors bring valuable insight from the member community, helping ensure the Trustee Board considers a broad range of perspectives when making decisions.

While MNDs are members of the Scheme, their role is not to represent the interests of any one individual or group. Instead, they help ensure all members are treated fairly and that decisions support the long-term strength of the Scheme.

Our Trustee Board consists of 9, soon to be 11, Trustee Directors, which includes:

- **The Chair**
- **Five Employer Nominated Directors** (appointed by UKRI)
- **Five Member Nominated Directors** (appointed from within the membership)

These vital roles have the same legal duties and ultimate responsibility to act impartially and in members' best interests.

# What it means to be a Member Nominated Director.



This is an important role with real responsibility. It requires commitment, curiosity and a willingness to learn.

As a Trustee Director, you'll need to understand how the Scheme is run, become familiar with the Trust Deeds, and meet the legal requirements of the role. We'll support you with training – but it's up to you to complete it and feel confident carrying out your responsibilities.

## What you'll need to do:

- Learn how the Scheme works.
- Complete The Pensions Regulator's Trustee Toolkit
- Attend four Trustee Board meetings a year in London, with additional virtual and in person committee meetings
- Prepare for meetings and actively contribute to discussions
- Take part in an annual training day to stay confident and up to date with key issues
- Continue learning and building knowledge of the Scheme and the wider pensions world

## In return you'll get:

- Payment for any reasonable expenses incurred by carrying out your duties
- Support from your employer to fulfil your duties, if you're an active member
- Compensation for your time, if you're a pensioner member

## Your term, your impact

MNDs are usually appointed for four-year terms, with the chance to reapply at the end of a term. However, no one can serve for more than 12 years in total.

An MND's term can also cease if you're removed by unanimous agreement of the other Trustee Directors or you become ineligible for legal reasons.



# Your role, day-to-day.

You'll help support the Scheme to protect members and shape its future. In practice, that means:

- **Taking care of members** - making sure benefits are paid on time and that members are communicated to effectively.
- **Discussing what matters** - contributing your perspective on decisions about investments, member benefits, and how the Scheme is run.
- **Questioning and challenging** - ensuring decisions are robust, fair, and in members' best interests.
- **Reviewing papers and reports** - staying up to date on Scheme performance, proposals, and regulatory news so you can engage confidently.
- **Working with committees and advisers** - exploring issues and shaping recommendations in smaller groups before they go to the full Board.
- **Learning and growing** - deepening your understanding of pensions and governance of the Scheme, supported by training, to strengthen your contributions.

## The Trustee Toolkit

**Your role** requires you to complete The Pensions Regulator's online training for Trustees - The Trustee Toolkit. You can find more about this at [trusteetoolkit.thepensionsregulator.gov.uk](https://trusteetoolkit.thepensionsregulator.gov.uk)

If you already hold this certificate offered by The Pensions Regulator, let us know in your covering letter.

## Why it matters

Every conversation you join and every decision you influence helps safeguard the Scheme for all members. Your role isn't just about governance - it's about shaping a pension that reflects the legacy of our community, supporting members now and for decades to come.

# About us.

Every decision, every policy, every step we take is designed to make members' pensions secure, clear, and empowering.

We're here to serve our members. Everything we do is focused on helping them understand, manage and get the most from their pension. From how the Scheme is run to the decisions we make, our aim is simple - to keep pensions clear, fair and working in members' best interests.

We want every member to feel informed, supported and confident about their future - whatever stage they're at.



# Who you'll be joining.

Our Trustee Board safeguards the Scheme's long-term stability while honouring the contribution of every member. It's currently made up of nine Trustee Directors:



“ Becoming a Trustee Director is an opportunity to make a difference - helping to shape decisions, acting with integrity, and playing a trusted role in securing good outcomes for our members.

**John Preston**

Trustee Chair (Independent)



**Allan MacLean**

Member Nominated  
Trustee Director



**Hugh Dunlop**

Employer Nominated  
Trustee Director



**Ian Jackson**

Member Nominated  
Trustee Director



**Jane Beverley**

(Representing Law Debenture)  
Employer Nominated  
Trustee Director



**Kelvin Cain**

Member Nominated  
Trustee Director



**Kevin Moreton**

Employer Nominated  
Trustee Director



**Suzanne Rupp**

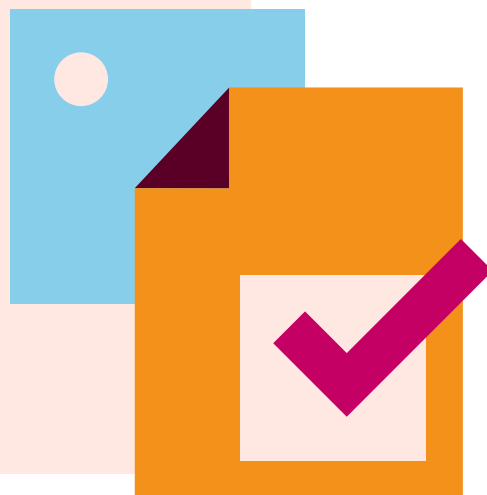
Member Nominated  
Trustee Director



**Louise McFarlane**

Employer Nominated  
Trustee Director

# Your impact, our lasting legacy.



Every discussion you join, every question you raise, helps turn complex decisions into clear, meaningful outcomes that members can rely on.

That can include everything from reviewing investment proposals to shaping member benefits - all supported by advisers and strong processes.

In turn, you'll shape a Scheme that supports members today and builds a lasting legacy for our community tomorrow.

## Find out more

You can find out more about the role of a Trustee in the UK by visiting The Pensions Regulator's website - [www.tpr.gov.uk/en/trustees/understanding-your-role/becoming-a-new-pension-trustee](http://www.tpr.gov.uk/en/trustees/understanding-your-role/becoming-a-new-pension-trustee)

## Supported, not alone.

Making decisions as an Trustee Director carries responsibility for the Scheme, its members, and for acting in line with Scheme rules and regulations.

Most employee pension schemes in the UK are set up as trusts to make sure the scheme assets are kept separate from those of the employer.

The Scheme has a corporate Trustee - a limited company called the M.R.C. Pension Trust Limited (the Trustee).

As a Trustee Director, you are responsible for ensuring that the Trustee Company is not in breach of trust.

## A breach of trust happens when:

- You carry out an act as a Trustee Director that you are not authorised to do
- You fail to do something you should have done under the Trust Deed and Rules
- You do not perform one or more of the duties you have under trust law and pensions legislation

But you're never on your own. Our robust processes, experienced advisers, and expert Pensions Team guide you every step of the way, keeping the risk of errors minimal. This lets you focus on contributing insights, asking questions, and supporting the Scheme with confidence.