

## Being involved in the running of CRISP as a Member Nominated Trustee Director (MNTD)

### Responsibilities of an MNTD

The main responsibilities of an MNTD are to act in the interests of all classes of beneficiary and to ensure that the Plan is run in accordance with the Trust Deed and Rules. For example, you may be involved in the investment decision making process or in the discussion of issues relating to individual members. Further details of the role and the responsibilities of a Trustee Director can be found in the publication 'Guidance for Trustees' issued by the Pensions Regulator which is available at [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk). Alternatively, you can find out more by contacting the Compass Group Pensions Department:

Email: [pensions@compass-group.co.uk](mailto:pensions@compass-group.co.uk)  
Tel: 0121 457 5235 or 0121 457 5237

### Eligibility

To be eligible to stand for nomination as an MNTD, you must meet the following requirements:

- you must be an active member of CRISP i.e. a member in respect of whom contributions are being paid into CRISP;
- you must not be disqualified in law from acting as a Trustee Director (for example, if you are an undischarged bankrupt); and
- your nomination must be supported by at least two members of CRISP (who can be active members or deferred members).

### Removal

Once appointed, the position of MNTD will be re-elected every four years unless, within their term of office, the MNTD:

- resigns by written notice to the Trustee; or
- ceases to be an active member; or
- is removed with the unanimous consent of all the other Trustee Directors; or
- becomes bankrupt or makes an arrangement or composition with their creditors; or
- becomes of unsound mind, or is or may be suffering from a mental disorder; or
- ceases to be an MNTD by virtue of the Pensions Act 1995, or is suspended from acting as an MNTD by the Pensions Regulator or by law.

### Future vacancies

If during their term of office an MNTD is removed due to any of the reasons detailed above, a replacement MNTD will be nominated and selected in accordance with the same arrangements set out below. However, the appointment of the replacement MNTD will only be for the remainder of the originally intended term of office.

### The selection process

Once the closing date for nominations has passed, all nominees will then be invited to attend a selection board interview, which will be conducted by a panel consisting of the Chairman of the Trustee and at least one other Trustee Director.

It is the panel's responsibility to provide nominees with more details of the requirements and duties of a Trustee Director, and to assess their suitability for the role and their willingness to undertake appropriate training and sit for appropriate Trustee Director qualifications.

If no nominations are received from the membership in respect of the MNTD vacancies, the positions will be left vacant for a period of one year, after which a further nomination and selection process will be held as above.

If after the panel stage, there are more suitable nominees than vacancies, a ballot will take place in which all members of CRISP will be entitled to vote to determine which three will be appointed. The vacancies will be filled by the candidates with the highest number of votes.

Those that are appointed will then serve as an MNTD for a period of four years before requiring re-nomination, re-selection and re-election if appropriate.

If there are fewer nominees after the panel stage than vacancies, or an equal number, then all nominees will automatically become MNTDs at that time. If any vacancies remain, the Trustee will seek to fill them at least annually with candidates who will be nominated and selected in accordance with the above procedure.

### Training

Newly appointed MNTDs will be given appropriate training and will be expected to reach an agreed level of competence within the role and to maintain that level. An MNTD may be removed from the Trustee Board if the Trustee Directors agree unanimously to do so, if it is considered that he or she is failing in their duties as a Trustee Director.