



CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD) PROGRAMME

COURSE CODE: PENSIONS GOVERNANCE, REGULATIONS AND BEST PRACTICES

COURSE CODE: PCGP02

A. BACKGROUND

The roles of Board of Directors/Trustees, Regulators and Management of Schemes with a fiduciary responsibility to act in the best interests of pension scheme members have evolved in recent years to become one of the critical importance to the future of pension administration.

Pension Governance principles identify the distribution of rights and responsibilities among different stakeholders such as shareholders, board of directors, scheme sponsors, managers, auditors, employees, regulators, and others.

This course takes participants through prudent corporate governance; responsibilities of Board of Trustees; the roles, risks, issues and processes involved in protecting the rights and members of all contributors and beneficiaries; transparency in pensions governance and conflicts management; the role of pensions' in improving financial inclusion; and the role of the regulator and challenges involved in protecting the interests of pension schemes.

B. COURSE OBJECTIVES

To provide participants with relevant and extensive knowledge and understanding of the fundamentals and practices of Corporate Governance in pensions. And to understand fiduciary responsibilities to contributors and stakeholders in scheme management and appreciate the role of pension system regulators.

C. COURSE OUTLINE

- i. What is Corporate Governance: Corporate Governance in Pensions.
- ii. Key Players in pension Governance System.
- iii. Objectives of Corporate Governance.
- iv. Good Board Practices: Building effective and efficient Board.

- v. Responsibilities of the Board of Directors/Trustees.
- vi. Board Meetings: Responsibilities of the Board Chairperson & the Secretary.
- vii. Working as a member of Pensions Governance Team.
- viii. Transparency in Governance: Managing Conflict of Interest, Disclosures and Related Party/Person transactions.
- ix. Board sub-committees: Composition & Functions:
 - a. Investment & Risk sub-committee; and
 - b. Audit sub-committee.
- x. Board Evaluation.
- xi. Ethics in governance: Misappropriation of pension funds and AGMs.
- xii. Case studies.

D. SUGGESTED READING LISTS:

- National Pensions Act, 2008 (Act 766).
- Occupational and Personal (General) Regulations, 2011 (LI 1990).
- NPRA Corporate Governance Code.
- NPRA Guidelines on Licensing Trustees and Registering Fund Managers and Custodians.
- IOPS Principles on Governance.
- Governance Of Social Security Systems: A Guide for Board Members in Africa (2010): International Training Centre of the ILO.

E. TARGET GROUP

Board of Directors/Trustees, all those in managerial positions, interested individuals.

F. VENUE

National Pensions Regulatory Authority Head Office.

G. DURATION

Three (3) Days.

H. MODE OF DELIVERY

- i. In-person training.
- ii. Virtual.
- iii. Institutional training.

COST

- Two Thousand Ghana Cedis (GHS 2,000.00) for Local participants.
- One Thousand US Dollars (1,000.00) for foreign participants.

I. HOW TO APPLY

Application form available on our website.

www.npra.gov.gh/pensionscollege.

J. CONTACT DETAILS

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