

Case example: **Steven Fieldman**



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Within each module, there is a section called 'Case examples' which feature interviews and case studies to help illustrate key learning points. They are not essential but help to bring the learning to life and you may be able to research some of these further online.



Please note: This case example is linked to the first scenario '[Your introduction](#)'.

Case example: Steven Fieldman

Introduction

Steven Fieldman works for a company called **Widgets Ltd**. He is also a member and a trustee of the **Widgets Pension Scheme**.

When did you become a trustee?

'About three years after I started working for Widgets Ltd, I got interested in the pension scheme.

I was keen to see that the scheme was run properly so I stood for election as a trustee, and was voted in.'

What is your role?

'I am a member of the board of trustees which runs the scheme. It is kept separate from the company.

Technically, the trustees own all the scheme's assets, and we are responsible for making sure that members are treated fairly and in accordance with the trust document.'

Do you get special privileges as a member and a trustee?

'No, certainly not! I have got a duty not to profit from the scheme.

As a member I am eligible for the same benefits as everyone else, but as a trustee I work voluntarily.

No-one on the board of trustees is paid for being a trustee, although we do get our expenses paid if necessary.'

Does being a trustee mean you cannot be a beneficiary?

'No – all members of a scheme are beneficiaries, and being a trustee does not stop me from being a member.

Beneficiaries are anyone who benefits from the scheme – not just members. They can also be the dependants of members.'



You have now completed this case example.