1. Fitness matrix for [pension fund], [body], [date]

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Fitness aspects referred to in the Policy Rule on Fitness and Propriety 2012** | **A. Management, organisation and communication** | **B. Products, services, and markets in which the enterprise operates** | **C. Sound and ethical operational management** | **D. Decision-making** | **E. Time commitment** |
|  | **Managing and organisation** | **Communication** | **Relevant laws and regulations** | **Pension scheme and pension types** | **Specialist financial and actuarial aspects** | **Internal control structure** | **Outsourcing** | **Balanced and consistent decision-making** | **Time commitment** |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |
| **[name]**[remit/committee] |  |  |  |  |  |  |  |  |  |

*Notes:*

*Please rate fitness aspects A, B and C as fitness levels A, B, B+ of E in accordance with the Dutch-language guidance document “Handreiking geschikt pensioenfondsbestuur” published by the Federation of the Dutch Pension Funds*. *Please rate fitness aspects* *D and E as either ‘A’(adequate) or ‘I’(inadequate).*

1. Details of individual board members

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

|  |  |
| --- | --- |
| **Name** |  |
| Remit/committee |  |
| Board member since |  |
| Relevant education and training | *
*
 |
| Relevant experience (please provide specific examples) | *
 |

1. Fitness of collective overall

|  |  |
| --- | --- |
| Collective fitness(1) | *
 |
| Candidate’s added value for the collective(2) | *
*
*
 |

*Fill in:*

1. *For which aspect does the collective have the highest rating? And the lowest? What is the explanation for this? How will the weaker fitness aspects be compensated in the collective?*
2. *What competencies and experience does the candidate have that will enhance the collective?*
3. Other

|  |  |
| --- | --- |
| Matrix filled in by | [name], [position], [date] |
| Has the candidate taken cognisance of the completed matrix? | [yes/no] |
| Have the ratings been discussed in the group? | [yes/no] |