

## Benenden Healthcare Pension Plan

### Spring 2020 Newsletter

Welcome to our 2020 newsletter. It should provide you with the highlights of the activities over the last year.

This is my first newsletter as Chair, since being appointed to take over from Peter Robinson in February 2019. I have thoroughly enjoyed getting to know your Trustee Board and the special organisation that is Benenden Health. There is a dedicated team in place who are committed to questioning and challenging to make sure that we are doing the best that we can to provide you with a secure, high quality pension benefit. As a professional trustee with almost 20 years' experience in the pensions industry, I am here to supplement the skills that already exist by using my experience to bring clarity and ensure we are not missing any issues or opportunities.

- For those of you with benefits in the Defined Benefit section of the Plan, we are currently undertaking the formal valuation as at 31 March 2019 where we look at the level of assets in the Plan versus what we believe is required to meet all benefits. As expected, there continues to be a shortfall in the Plan and we are currently working with the Society to agree the right plan to correct this. There is no summary funding statement in this edition, but we expect to conclude this valuation before the Summer and will update you then
- The Trustees have reviewed the investment strategy over the last year – information about the changes we have made to reduce risk are in this newsletter
- One of the Trustees, Teresa Mullarkey has left the Society and retired as a Trustee. This leaves us with a vacancy for a Member Nominated Trustee. If you are interested in helping ensure your Plan is run in the best way while learning a lot about pensions, communications and Board level discussions, please ask for further information. Further details are included in this newsletter
- Finally, for those of you with Defined Contribution benefits - it is never too early to start planning for the future! Start thinking about how you would like to use your benefits in retirement and consider whether the investment choices you have made and the level of contributions you are making are right for you

We are aware that you will be receiving this newsletter at a very uncertain time. Please be assured that the Trustees are monitoring the impact of the coronavirus on the Plan very carefully. We have been in touch with all of our suppliers and are confident that they have robust contingency plans in place to ensure that essential services, such as pensioner payroll, will continue.

We are also monitoring the impact on our assets and the funding level of the Defined Benefit section and taking advice on whether any action is required, The recent changes in investment strategy have helped to diversify the assets in the Defined Benefit section and guard the Plan from the full extent of the falls in market.

For those of you in the Defined Contribution section, the impact on your investments will depend on the investment choices you have made and, if in the default fund, what stage of your life-styling journey you are on. Those closer to retirement will have less exposure to equity market falls as investments are de-risked as you approach retirement. Further details on accessing information about the Defined Contribution section is given later in this newsletter.

I hope that this newsletter is helpful. We will be in touch again later in the year. In the meantime, please do get in touch if you have any comments and I hope to hear from a few of you regarding the Member Nominated Trustee vacancy.

Finally, I would like to thank Peter Robinson and Teresa Mullarkey for their dedicated service as Trustees and their valuable contribution to the running of the Plan.

**Karein Davie**  
Chair of Trustees

## The Trustees

The Plan is looked after by the Trustees, who take responsibility for managing the Plan prudently, conscientiously, in good faith, and in the best interests of members and beneficiaries.

The current Trustees are:

### Employer Appointed

Karein Davie of PTL Governance Limited  
Leslie Philpott  
Ian Blanchard

### Member Nominated

Helen Freeman  
Ann McGivering  
Mohamed Hefni

## Your opportunity to become a trustee

A vacancy has arisen following the resignation of Teresa Mullarkey as a Member Nominated Trustee. The Trustees wish to encourage any members who are interested in the role to put themselves forward for consideration. If you are interested in becoming a trustee, please contact the Secretary to the Trustees for further information about what is involved and details of the application process. Contact details are shown at the end of this newsletter.

## Pension Scams – an update

The government has now implemented a pensions cold-calling ban. This means that unsolicited calls can only be made in relation to pensions where the callers are trustees or managers of an occupational scheme or are Financial Conduct Authority (FCA) regulated. The Information Commissioners Office (ICO) will enforce the ban and will have the power to fine offenders up to £500,000.

We urge all members to remain vigilant when approached in respect of their pension savings and to remember to look out for the following which are key indicators that you may have been targeted by a pensions scam:

- Being approached out of the blue by phone, text or even door-to-door;
- Being asked to transfer your investments overseas;
- Being pressured into transferring money very quickly;
- Being told you can access your pension before age 55. Remember age 55 is currently the minimum age you can retire, and only in certain circumstances, such as serious illness, can you take your pension before age 55.

Please note that once you've transferred your pension, it will be too late to prevent any losses which you may incur as a result. It is possible that you could lose your entire pension savings and have to pay large tax charges on top of this.

You can find more information on this from the Pensions Regulator by visiting:  
[www.thepensionsregulator.gov.uk/pension-scams](http://www.thepensionsregulator.gov.uk/pension-scams)

## Important Information for members of the DB Section

The DB section of the Plan provides a pension to a dependant in the event of your death. If you are legally married or in a Civil Partnership, your widow, widower or Civil Partner will automatically qualify as a dependant. If you do not leave a spouse or civil partner, but you have one or more children under the age of 18 (or between 18 and 21 in full time education), your child would qualify as a dependant. If you have no spouse or children, the Trustees may pay the pension to a nominated dependent if you have registered details with the Trustees.

**If you have an unmarried partner but have not registered their details with the Trustees, they may not receive any benefit in the event of your death.**

Please contact the Secretary to the Trustees if you require a nomination form. Contact details are shown at the end of this newsletter.

## DC Member Choices

The amount of benefit you receive from the DC section is dependent on the size of your pension pot when you retire. Your choice of contribution rates and investments will influence this.

**Contributions:** As an active member of the Plan you can choose how much to pay into your pension pot. You can choose from a range of contribution rates based on your basic salary. The more you pay, the higher the contribution from your employer. Details of the contribution rates can be found in the DC Section booklet available online or on request from the Secretary to the Trustees. For example, if you are currently paying a contribution rate of 4% of salary, and you choose to increase this to either 5% or 6% of salary, you would benefit from a higher rate of contribution from the Society.

If you wish to change your contribution, log in to your online account at <https://orbit.orbitbenefits.com> or contact your payroll department.

**Investments:** As a DC member you can also choose how you would like to invest your fund. If you have not made an active choice, your funds will be invested in the default lifestyle option. This is designed for people who wish to use their funds to provide a regular income in retirement, but it may not be suitable for everyone.

The fund most appropriate to your circumstances will depend on factors such as the length of time until you retire and your attitude to investment risk. The Trustees have made available a range of funds for you to choose from. These are detailed in the DC Investment Guide available online at <https://orbit.orbitbenefits.com> or on request from the Secretary to the Trustees.

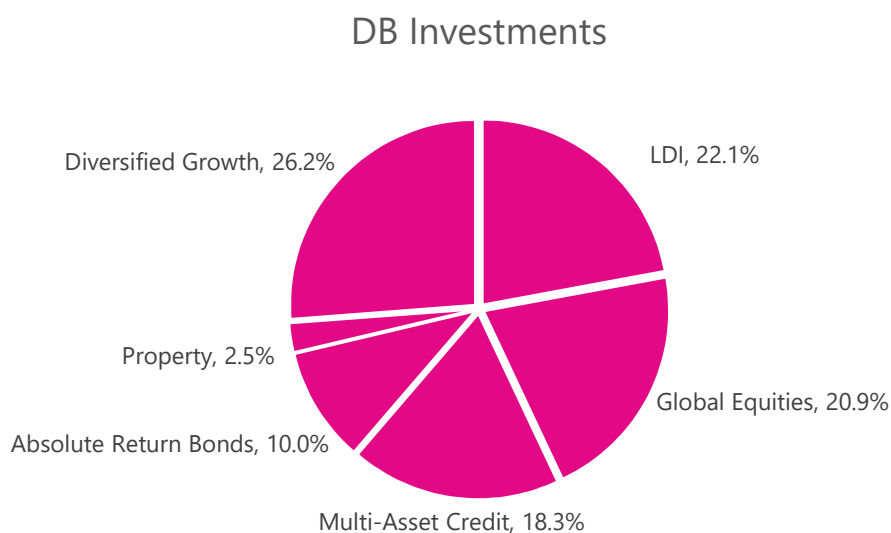
Investment changes can be made online using your Orbit login details at <https://orbit.orbitbenefits.com>

## DB Investment Changes

Over the past 12 months the Trustees have carried out a thorough review of the investment strategy for the Plan's DB assets. The objective has been to reduce the level of investment risk whilst maintaining a sufficient rate of return to be able to pay members' benefits as they become due.

The Trustees have taken advice and have made several changes to the Plan's investment portfolio, including some new funds. As part of the new investment strategy the Trustees have introduced a type of fund known as a Liability Driven Investment or LDI. These are funds that pension schemes use to protect themselves against changes in inflation and interest rates and should help to reduce volatility in the funding position.

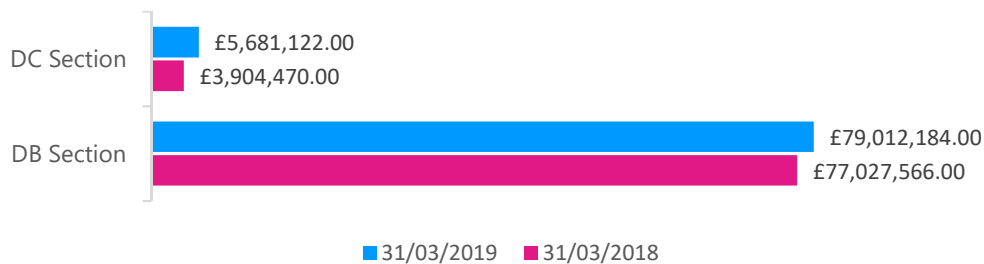
As at 31 December 2019 the DB investments were made up as follows:



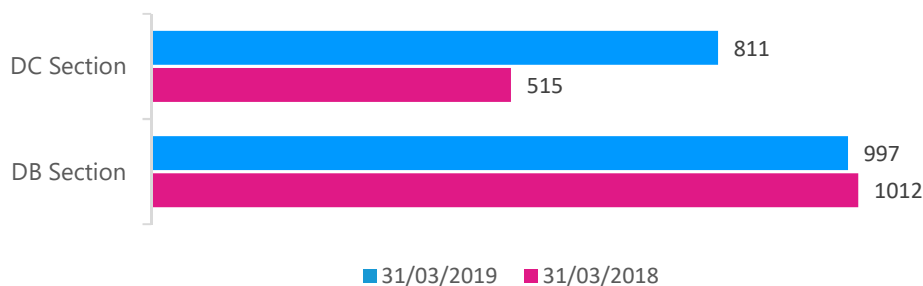
## Facts and figures

The Trustees' Report and Accounts for the year ending 31 March 2019 has been audited and signed. The tables below give a summary of the Plan's assets and membership at the year-end. The full report is available on request from the Secretary to the Trustees. You will note that membership of the DC section increased significantly during the year, this was as a result of the closure of the DB section.

### Total Plan Assets



### Plan Membership



## Contacting us

If you have any queries about the Plan, or your benefits in it, please write to the Plan administrators:

Benenden Healthcare Pension Plan  
Capita  
PO Box 555  
Stead House  
Darlington  
DL1 9YT

Telephone: 0345 604 5420  
Email: [ops6enquiries@capita.co.uk](mailto:ops6enquiries@capita.co.uk)

**Please remember to advise the Plan Administrator if you change address**

Alternatively, you can contact the Trustees by writing to the Secretary to the Trustees:

Secretary to the Trustees of the Benenden Healthcare Pension Plan  
Andrew Smith  
Capita  
17-19 Rochester Row  
Westminster

London SW1P 1JB  
Email: [Andrew.smith6@capita.com](mailto:Andrew.smith6@capita.com)