THE PDSA RETIREMENT BENEFITS PLAN (1978)

Member Report

pdsa
SAVING PETS CHANGING LIVES

Hello and welcome ...

. . . to the 2019 Member Report from the PDSA Retirement Benefits Plan (1978) (RBP) Trustee

It's been another busy year for the Trustee and I'm proud that we can look back on some significant achievements, many of which are highlighted in this report.

Last year we were finalising the 31 December 2017 actuarial valuation where the assets and liabilities of the RBP are calculated and used to determine the funding level.

I'm pleased to say that this is now complete. You can see the results of the valuation in the Summary Funding Statement on page 12.

We also invited eligible members to apply for the vacant Member Nominated Director role. It was good to receive a number of applicants, all of which were of a very high standard. We will shortly be meeting with the potential candidates and will let you know who your new Member Nominated Director is when we issue the next Member Report.

As you know, the RBP closed to future accrual on 5 April this year and all eligible active members were offered the opportunity to enrol into the PDSA Group Personal Pension Plan on 6 April 2019. Therefore the membership chart on page 3 changed after 5 April 2019. An updated position will be available in the next Member Report.

Don't forget you can always get in touch if there are any topics you'd like to know about in future editions. We're always looking to improve and extend the appeal of the report. Thank you for your interest and I hope that you enjoy reading this issue.

John Miller
Chair of the Trustee – The PDSA Retirement Benefits Plan (1978)

Summary Report & Accounts

As at 31 December 2018, the Plan was worth £114m. Below is a snapshot of the Plan's finances in the year to 31 December 2018.

Plan at the start of the year £120,749,000

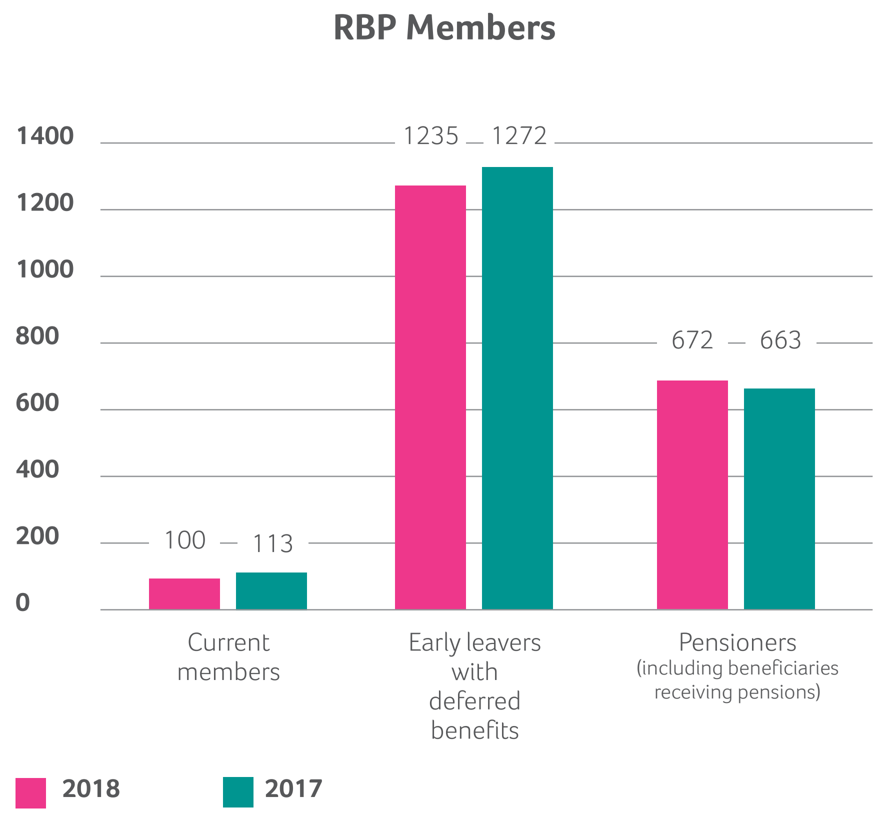
In	Total income	£5,311,000
Less	Total expenditure	£5,692,000
Less	Change in market value of investments	£12,382,000
Plus	Investment income	£6,208,000

Plan at the end of the year £114,194,000

In	Regular contributions received from PDSA	£5,292,000
	Contributions received from members	£15,000
	Additional voluntary contributions	£4,000
		£5,311,000
Out	Benefits paid	£2,630,000
	Investment management expenses	£180,000
	Administration and actuarial fees	£483,000
	Audit and accountancy fees	£13,000
	Other expenses	£136,000
	Leavers (transfers out)	£2,250, 000
		£5,692,000

RBP Membership

This chart shows a comparison of the RBP's membership as at 31 December 2017 and 31 December 2018.



On 6 April 2019, all active members became deferred members (early leavers in the chart above) and those who were eligible were offered the opportunity to join the PDSA Group Personal Pension Plan.

Investment of the RBP's assets

Investment strategy

The investment objective of the Plan is to maintain a portfolio of suitable assets of appropriate liquidity that will generate investment returns to meet, together with future contributions, the benefits of the Plan payable under the Rules as they fall due.

The Trustee sets the investment strategy taking into account considerations such as the strength of the Society's covenant, the long-term liabilities of the Plan and the funding agreed with the Society.

The Trustee reviews the appropriateness of the Plan's investment strategy on an ongoing basis. This review includes consideration of the continued competence of the fund managers with respect to performance within any guidelines set. The Trustee also consults with the Society before amending the investment strategy.

Strategy as at 31 December 2018

The Plan's investment strategy is set out in the Statement of Investment Principles, dated July 2018, prepared by the Trustee in accordance with the requirements of the Pensions Act 1995 (as amended by the Pensions Act 2004) and the Occupational Pension Schemes (Investment) Regulations 2005. A number of investment strategy changes were made during 2018:

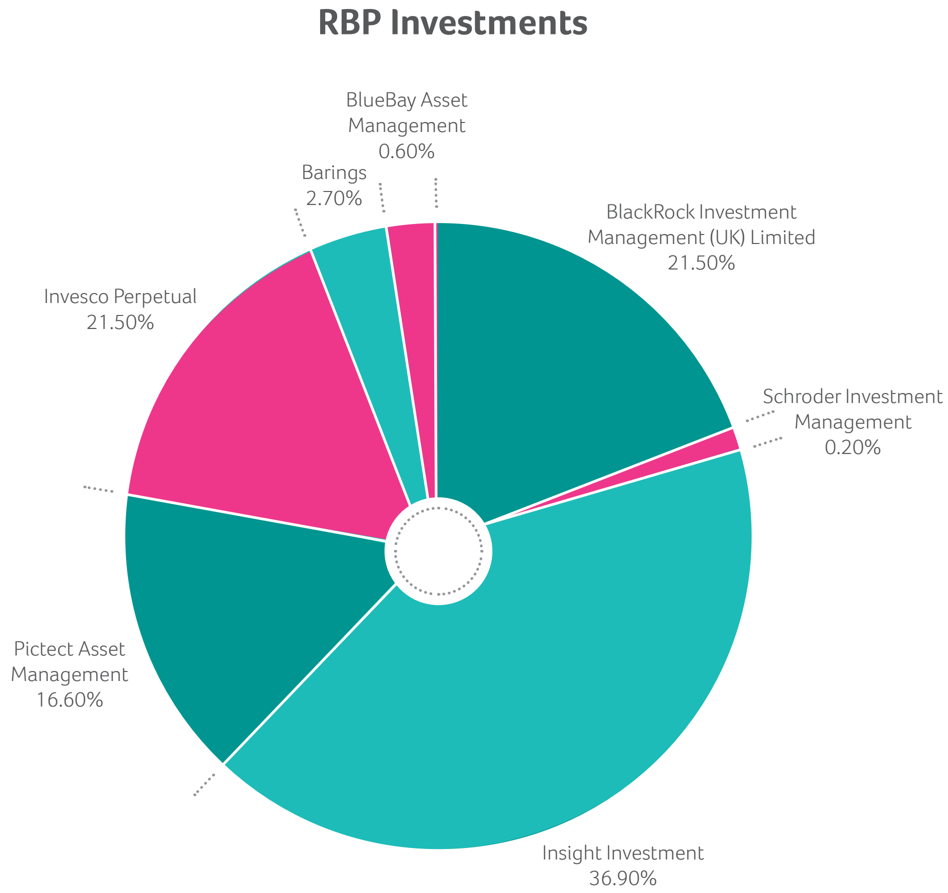
- **Appointment of Barings and BlueBay:** The Trustee made the decision to invest in the Barings Global Special Situations Credit Fund and the BlueBay Direct Lending Fund in February 2018. The accounts were opened with each manager in March 2018, and the initial investments into each fund were made in March and July respectively.
- **Investment into Insight Global Asset Backed Securities (ABS) Fund:** Following a releveraging event within the Insight Liability Driven Investment (LDI) Funds that resulted in £4.5m being paid out from across the LDI portfolio in August, the Trustee opted to invest the proceeds into the Global ABS Fund, which would sit alongside the Bonds Plus Fund in the Plan's credit portfolio.
- **Transfers from BlackRock equities:** In March 2018, the Trustee decided to reduce the Plan's target allocation to equities down to 17.5%. As a result, £6.35m was disinvested from the BlackRock equity portfolio in April, with £4.15m being transferred to the Invesco Global Targeted Returns Fund and £2.2m being invested in the Pictet Dynamic Asset Allocation Fund.

As at 31 December 2018, the overall strategy was to hold:

- 37.5% in investments that move broadly in line with the value of the long-term liabilities of the RBP. Part of this investment is in LDI and comprises of UK Government bonds (gilts), gilt repurchase agreements, interest rate swaps and cash instruments. This part of the portfolio also incorporates holdings in an Absolute Return Bond Fund. The purpose of these assets is to hedge against the impact of interest rate and inflation movement on long-term liabilities.
- 62.5% in return seeking investments comprising UK and overseas equities, investment property, diversified growth funds and alternative investments.

Investment split

The day-to-day investment management decisions are made by the investment managers appointed by the Trustee. The chart below shows the proportion of the overall portfolio that each manager was responsible for as at 31 December 2018:



In addition to the above, £27.7m is held by the RBP in an insurance policy to match the majority of pensions in payment (and therefore these pension payments are secured by this policy). The value of this policy reduces each year, broadly in line with the value of pensions paid over the same year. There is also £937,755 held by the RBP in relation to members' Additional Voluntary Contributions.

The general investment strategy of the investment managers is to achieve steady growth over the medium to long term, subject to an acceptable level of risk. The managers reduce the level of risk by investment in a range of different securities within each investment market.

Over the course of 2018, the Plan's investments returned a performance of -7.6% following an extremely difficult year for investment (see more information on this overleaf). Performance over the three years to 31 December 2018 was 4.4% p.a.

Economic and market conditions to 31 December 2018

Economic Environment

Investors began 2018 expecting continued economic and corporate earnings growth. However, 2018 as a whole proved to be one of the toughest years for investors on record, with 93% of assets ending the year with a negative return in US Dollar terms. Most assets entered the final quarter of the year having recorded strong, if volatile, returns, but suffered significant losses in the final quarter.

President Trump's tax reforms, signed into law on 22 December 2017, boosted US economic growth to its highest level since 2014 and corporate earnings growth to its highest level since 2010, leading to continued strong performance of financial markets in the early part of the year. In particular, tax relief for US companies repatriating cash from foreign subsidiaries led to record levels of mergers and acquisitions and share buybacks during 2018.

However, markets first suffered a setback when the Standard & Poor's index fell over 5% in the first full week of February, having already fallen nearly 4% the previous week. Markets were reacting to the possibility of increased wage and price inflation in the US, potentially leading to a faster than expected path of interest rate rises. Comments made by outgoing Federal Reserve Chair, Janet Yellen, that "*it is a source of some concern that asset valuations are so high*" also played a part in stoking investor uncertainty.

Equity markets then staged a gradual recovery between February and September, but in the final quarter of the year, any gains were erased. In October, markets stumbled as financial conditions tightened further in the US as rising rates meant that safe assets such as cash produced a positive real return for the first time since the financial crisis. When the Federal Reserve (the "Fed") went through with its planned December rate rise, it resulted in the worst market reaction to a rate rise since 1994.

Concerns about the pace of monetary tightening were joined by fears of a global trade war. On 8 March 2018, Donald Trump introduced the first of a series of tariffs on imports into the US. Over the second quarter of 2018, the US announced several rounds of further tariffs, largely directed against China. These efforts were matched by equally sized retaliatory measures from the countries affected. By 30 September 2018, tariffs had been announced on more than $250 billion of US imports from China alone, with the most recent tranche set to come into force on 1 January 2019. A further $267 billion was threatened in the event that China retaliated. Markets received some respite from the Trade War on 1 December when the US and China agreed a 90 day truce, delaying the onset of the 1 January tariffs to 1 March 2019 to allow for a period of negotiations.

On 9 May 2018, the United States pulled out of the Iran nuclear deal and re-imposed sanctions on the country, which came into effect on 5 November 2018. This pushed oil prices above $80 a barrel, the highest level since 2014. However, rising US shale oil production and slowing global growth led to oil reversing all its previous gains in 2018, ending the year below $55 a barrel.

In the UK, the year was dominated by the Brexit negotiations, with the Article 50 negotiating period initially set to expire on 29 March 2019. In November 2018, Theresa May presented a draft Withdrawal Agreement to the country. The Government was unable to pass the transition deal through the House of Commons during the year, leading to an ultimately failed leadership challenge against the Prime Minister and a decline in the sterling exchange rate, ending the year near its lowest point since September 2017.

Political uncertainty continued to plague Europe over the period. The Italian elections of March 2018 saw two Eurosceptic parties come together to form a coalition Government, resulting in a spike in Italian bond yields. Yields continued to rise gradually as the new Government fought a series of battles with the EU over its first budget, before partially recovering towards the end of the year as the parties agreed a budget with the EU on19 December 2018.

The 12 months to 31 December 2018 saw the US and UK tighten their central bank monetary policies and the ECB start to slow down its asset purchase programme.

- The European Central Bank (ECB) kept its main lending rate at 0.0% throughout the period and although it extended the length of its quantitative easing (QE) programme, it also announced that the programme would end in December 2018. This was preceded by reductions in the rate of purchases, from €60bn per month in 2017, to €30bn per month until September 2018 and €15bn per month for the remainder of the year.
- In August 2018, the Bank of England raised rates to 0.75%, the second such rise since the Global Financial Crisis. UK CPI, which stood at 3% in January, fell back to 2.3% in November 2018 as the effect of the post-referendum sterling devaluation passed through the economy.
- The Fed continued to tighten monetary policy over the 12 months to 31 December 2018, raising interest rates four times, and ended the period with the rate set at 2.5%. The Fed also continued to reduce its balance sheet, shrinking its assets by around $370 billion over the period. Jerome Powell replaced Janet Yellen as Chair of the Federal Reserve on 5 February 2018 and conducted his first meeting in March.

Market Performance

Against this backdrop, market returns from traditional asset classes were largely negative in absolute terms over the year to 31 December 2018.

- **Equities:** Overall, global equities performed poorly over the year to 31 December 2018, generating -7.4% in local currency terms. Returns were negative across all geographical regions, but there was a significant differential between the best (North America: -4.7%) and worst (Japan: -15.3%) performing regions (in local currency terms).
- **Bonds:** The UK yield curve flattened with shorter term yields rising faster than longer term yields over the year. The net impact was a small positive return (0.6%) for UK fixed interest gilts (all stocks). Inflation expectations increased, particularly for shorter terms and fell slightly for terms greater than 22 years, meaning that UK index-linked gilts (all stocks) delivered a negative return (-0.3%) over the year. UK corporate bond spreads (all stocks) widened by around 0.6% over the year.
- **Property:** The Morgan Stanley Capital International (MSCI) UK All Property Index rose 8.6% over the 12 months to 30 November 2018.

Summary funding statement

The purpose of this update is to provide you, as a Member of the RBP, with information on how the Plan is funded. You will receive an update most years from us summarising the Plan's funding position, however this may occasionally be delayed if an actuarial valuation is taking place.

How is the RBP's financial security measured?

To check the RBP's financial security we compare the value of its liabilities to its assets. The liabilities are an estimate of the amount of money required at a defined date to pay all future benefits. If the RBP's assets are a lower value than the liabilities, it is said to have a 'shortfall' or 'deficit'. If the assets are more than the liabilities, it is said to have a 'surplus.' We are required to set out our approach to funding in a formal document called the Statement of Funding Principles.

We are required to carry out an in-depth look at the RBP's finances at least every three years. This is called an 'actuarial valuation' and we ask a qualified, independent professional, known as the Scheme Actuary, to do this. We also ask the Scheme Actuary to check the financial security of the RBP on an annual basis. When this is done, we receive an 'actuarial report' summarising the approximate funding position.

What is the RBP's current financial position?

The last full actuarial valuation of the RBP was carried out as at 31 December 2017. We have set out the results of this valuation in the table opposite along with the 31 December 2014 results for comparison.

In addition, we are required to request an approximate funding update from the Scheme Actuary in the years between the formal actuarial valuations. This has been completed as at 31 December 2018, and the results are also included opposite.

The next formal actuarial valuation to assess the financial position of the RBP will be as at 31 December 2020, however another approximate valuation will be completed at the end of 2019.

Financial position as at end:	31 December 2014	31 December 2017	31 December 2018
RBP liabilities	£131.4m	£163.5m	£160.8m
RBP assets	£96.1m	£117.3m	£112.6m
Funding shortfall (Assets minus liabilities)	£35.2m	£46.2m	£48.2m
Funding percentage (Assets divided by liabilities)	73%	72%	70%

The valuation's results at 31 December 2017 revealed a funding shortfall of £46.2m, which increased to £48.2m at 31 December 2018.

The key factors contributing to the increase in the deficit over the three-year period to 31 December 2017 were lower than expected gilt yields and higher than expected inflation. Assets performed reasonably well over the period to 31 December 2017, particularly following the drop in the value of the sterling during summer 2016. However, even when combined with the ongoing contributions from PDSA, the assets had not grown well enough to offset the increase in the value of the liabilities. Real gilt yields increased during 2017 and so the funding position improved when compared to the 31 December 2016 update.

Globally assets did not perform well in 2018 and this led to a deterioration in the RBP's funding level as at 31 December 2018.

The above terminology may sound quite technical, but the 'gilt yield' is simply a tool used by the actuary for predicting future interest rates. When you invest in gilts you are effectively lending money to the Government and the "yield" is the annual rate of interest that the Government must pay for this borrowing. Low interest rates result in your savings growing slower, so you need to put more money in now to get the same amount out at the end. In the same way, if future interest rates remain low then the amount of money required today by the RBP to pay for all future benefit payments (the amount we call the liabilities) is also going to be higher.

Higher than expected inflation will also result in a larger deficit, as the cost of future benefits will be more than planned for (as both revaluation of benefits in deferment and increases in retirement are linked to inflation).

Summary funding statement

Is the shortfall going to be paid off and, if so, how will this be done?

Following the completion of the actuarial valuation as at 31 December 2017, the Trustee agreed a funding plan with the Society.

The Society agreed to pay the following contributions into the RBP:

- £1.2m during 1 January 2019 and 31 March 2019 (which has now been paid);
- From 1 April 2019 to 31 December 2019, £1.5m payable in equal monthly instalments over the nine-month period;
- From 1 January 2020 to 31 August 2032, £2.5m per annum payable in equal monthly instalments.

This is a reasonably long recovery plan, and so the Trustee has also agreed some additional protection from the Society, including an arrangement with the Society that gives the RBP additional security to support the length of the recovery plan. In addition, the Society has agreed to pay additional contributions if the funding level goes too far off track.

How do you know what contributions should be paid?

Following each formal actuarial valuation, the Actuary advises the Trustee of the amount of contributions that should be paid into the RBP so that we can expect to be able to continue to pay Members' pensions. The Trustee then agrees a level of contribution with PDSA and this is recorded in a document called the 'Schedule of Contributions.'

The Trustee reviews and updates the Schedule of Contributions each time the RBP has an actuarial valuation (i.e. at least every three years). The latest Schedule of Contributions was signed on 13 December 2018.

The Trustee is required to agree a 'Statement of Funding Principles' with the Society. This document describes how the Trustee will manage the RBP with the aim of being able to continue to pay Members' benefits.

Is my pension guaranteed?

The Trustee's aim is for there to be enough money in the RBP to pay pensions now and in the future, but this depends on PDSA continuing to operate and pay for the RBP.

If PDSA were to cease operation or to decide to stop paying for the RBP, it must pay the RBP enough money to buy all the benefits built up by Members from an insurance company. This is known as the RBP being 'wound-up'.

Is there enough money in the RBP to provide my full benefits if it were to be wound-up?

If the RBP had started winding up at 31 December 2017 the actuary estimates that the RBP would have needed assets of £281.2m in order to buy insurance policies to provide Members' benefits in full (known as the discontinuance figure); which corresponds with a shortfall of approximately £162m.

The cost of providing for all the benefits immediately in this way is much higher than the expected cost of paying for them gradually over future years and, in addition, insurance policy prices will include the insurance company's administration charges and profit margin. Even if a scheme has sufficient assets to meet its ongoing funding target (see current financial position above), the winding up position is always likely to be below 100%.

The fact that we have shown the winding up position, does not mean that PDSA is thinking of winding up the RBP. We are legally obliged to advise you of this information to help you understand the financial security of your benefits.

In the unlikely event that the RBP were to be wound-up, PDSA must by law, pay enough into the RBP to secure all the benefits built up by Members with an insurance company. In cases where an employer is unable to do this due to insolvency, the Pension Protection Fund (PPF) can take over liabilities, though this would be less than the full benefits you have earned in the RBP. However, while the RBP remains ongoing, even though the funding may be below target, benefits will continue to be paid in full.

Further information and guidance is available on the PPF website at:
www.ppf.co.uk
or you can write to:
Pension Protection Fund
12 Dingwall Road
Croydon
Surrey
CR0 2NA.

The Pensions Regulator

The Pensions Regulator can amend future benefits of the RBP, give directions about working out the funding target or impose contribution rates on it. We are pleased to say that it has not needed to use its powers in this way for the RBP.

The Pensions Regulator requires us to tell you in this statement if there have been any payments to PDSA out of the RBP in the last 12 months. There have not (and this would be an unusual thing to happen). There are more details available about The Pensions Regulator and its powers at **www.thepensionsregulator.gov.uk**

RBP News

Closure of the RBP

The RBP closed to future accrual of benefits on 5 April 2019. From 6 April 2019, those Members who were eligible were offered the opportunity to enrol into the PDSA Group Personal Pension Plan ("the GPP"). RBP benefits therefore stopped accruing after this date, however the benefit calculated as at 5 April 2019 will continue to increase in line with inflation.

All Members who were active Members on 5 April 2019 should have received a closing statement showing the benefit accrued up to 5 April 2019. If you did not receive a closing statement, please contact the Plan Administrator whose details can be found on page 23.

Additional Voluntary Contributions (AVCs)

Following the closure of the RBP, no further AVCs were payable. However you are able to pay additional contributions into the GPP, subject to the Annual Allowance. You can find details of the Annual Allowance on page 18. As your RBP AVC benefits are defined contribution in nature, you also have the option to transfer your AVCs from the RBP to the GPP. Before doing so, you may wish to seek advice from an Independent Financial Advisor.

The Trustee is not allowed to provide you with financial advice in this matter so if you do not have a financial advisor, IFA Promotions can put you in contact with a selection in your area. You can visit their website at www.unbiased.co.uk.

At the time of writing this Member Report, we have been informed that Legal & General will no longer be administering AVCs and that they will be transferring all AVCs to ReAssure Limited.

In addition, there are still a small number of Members with Equitable Life. You may have heard that Equitable Life is closing and transferring all policies to Utmost Life and Pensions (formerly Reliance Life).

The Trustee is currently reviewing both ReAssure and Utmost Life and Pensions and we'll provide Members who may be affected by these changes with an update once the review has been completed.

Current issues

Lifetime Allowance

HM Treasury has confirmed that the Lifetime Allowance will increase by the Consumer Prices Index from April 2019 from £1.03m to £1.055m. As a reminder, the Lifetime Allowance is the amount of savings you can take from all of your combined UK occupational and personal pension schemes without a tax charge being applied. If you take more than the current Lifetime Allowance from your combined UK pension savings, you may be subject to a tax charge unless you have protections in place such as Fixed Protection 2016.

Annual Allowance

The Annual Allowance is a limit to the total amount of employee and employer contributions that can be paid to defined contributions pension schemes (such as the PDSA Group Personal Pension Plan) and the total amount of benefits that you can build up in a defined benefit pension scheme (such as the RBP) each year. The limit is set by HMRC and if you exceed this, you may need to pay an Annual Allowance charge to HMRC.

The Annual Allowance for the 2019/2020 year is currently 100% of your yearly earnings up to a cap of £40,000. You should also be aware that if you access defined contribution benefits under the pension freedoms legislation, you could be caught by the Money Purchase Annual Allowance which is currently £4,000. If you have done this, you may want to seek independent financial advice to ensure that yours and PDSA's contributions to the GPP are not subjecting you to the Money Purchase Annual Allowance.

If you trigger the Money Purchase Annual Allowance you will still have an Annual Allowance of £40,000 in total, but no more than £4,000 can be paid into a defined contribution pension scheme (like the GPP) in a tax efficient manner. You can find more information on the Annual Allowance from The Pensions Advisory Service website:
www.pensionsadvisoryservice.org.uk

Brexit

The UK was expected to leave the European Union on 29 March 2019. Following an extension to Article 50, it is difficult to predict with any accuracy how Brexit might affect pension schemes as we currently do not know when, or indeed if the UK will leave the European Union. A hard (no-deal) Brexit would most likely lead to more market volatility than a Brexit where there is a deal in place, at least in the short term.

The Trustee continues to consider Brexit and its implications as part of its governance overview.

High Court judgement on equalising Guaranteed Minimum Pensions (GMP's)

The High Court has recently made a decision that some of the Lloyds Banking Group pension schemes are required to equalise male and female benefits in relation to unequal Guaranteed Minimum Pension's (GMP's). This judgement is likely to affect all occupational defined benefit pension schemes that were contracted out of the State Earning Related Pension Scheme between 17 May 1990 and 5 April 1997.

Following the judgement, a new industry group has been formed to help pension schemes understand the implications of the High Court's ruling. This group will help develop and promote best practice on issues such as dealing with transfers in and out. It is therefore likely that it will take some time before final guidance is published. In the meantime, weare working with our advisors to understand the implications for the RBP.

Any Members whose pensions are affected are unlikely to see a large change in their pension. In addition, the cost of any changes that may need to be made are unlikely to have a major impact on the financial health of the RBP.

New name for the Pensions Advisory Service and Pension Wise

The Money and Pensions Service was formed from the merger of the Money Advice Service (MAS), the Pensions Advisory Service (TPAS) and Pension Wise last October. The Money and Pensions Service will continue to offer free and impartial guidance and aims to offer a more streamlined service to members of the public.

The Money and Pensions Service will offer:

- **Pensions guidance** – providing information relating to workplace and personal pensions
- **Money guidance** – providing information on day-to-day money management skills
- **Debt advice** – enabling people to get free help with debt.

For the time being, MAS, TPAS and Pension Wise will still be using their current names on their websites and social media profiles.

Current Issues (continued)

How to avoid pensions scams

A pension scam will often start by someone contacting you unexpectedly about an investment or other business opportunity that you've not spoken to them about before. It also might be about taking your pension money before you're 55.

In January, the Government banned cold-calls about pensions except where:

- the caller is either authorised by the Financial Conducts Authority (FCA), or is the trustee or manager of an occupational or personal pension scheme, and
- the recipient of the call consents to calls, or has an existing relationship with the caller.

Therefore, if someone calls you out of the blue about your pension, the call is likely to be illegal and may be a scam.

The Pensions Regulator and FCA list scam tactics on their ScamSmart leaflet as follows:

- Contact out of the blue
- Promise of high / guaranteed returns
- Free pension reviews
- Access to your pension before age 55
- Pressure to act quickly.

Remember, once you've transferred your money into a scam, **it's too late**. You could lose all your pension as well as face a tax bill of up to 55%.

According to the FCA scammers stole on average £91,000 per victim last year. The Pensions Regulator and FCA have published the following four simple steps for protecting yourself from pension scams:

1 **Reject unexpected offers**
If you're contacted out of the blue about your pension, chances are it's high risk or a scam. Be wary of free pension review offers. A free offer out of the blue from a company you've not dealt with before is probably a scam. Fortunately, research shows that 95% of unexpected pension offers are rejected.

2 **Check who you're dealing with**
Check the financial services Register: **register.fca.org.uk** to make sure that anyone offering you advice or other financial services is FCA authorised. If you don't use an FCA authorised firm, you also won't have access to the Financial Ombudsman if things go wrong. If the firm is on the FCA Register, you should call the Consumer Helpline on **0800 111 6768** to check the firm is permitted to give pension advice.

Beware of fraudsters pretending to be from a firm authorised by the FCA, as it could be what is known as a "clone firm". Use the contact details provided on the FCA Register, not the details they give you.

3. **Don't be rushed or pressured**

Take your time to make all the checks you need – even if this means turning down an "amazing deal". Be wary of promised returns that sound too good to be true and don't be rushed or pressured into making a decision.

4. **Get impartial information and advice**

The Pensions Advisory Service
www.thepensionsadvisoryservice org.uk –
Provides free independent and impartial information and guidance.

Pension Wise
www.pensionwise.gov.uk –
If you're over 50 and have a defined contribution (DC) pension, Pension Wise offers pre-booked appointments to talk through your retirement options.

The above two bodies still have separate websites, even though they have been incorporated into the Money and Pensions Service.

Financial advisors – it's important you make the best decision for your own personal circumstances, so you should seriously consider using the services of a financial advisor. If you do opt for an advisor, be sure to use one that is regulated by the FCA and never take investment advice from the company that contacted you or an advisor they suggest, as this may be part of a scam.

Pensions Dashboard

The Government and the pensions industry have been working on the concept of a Pensions Dashboard for quite some time now. The design and timeframes for implementing the dashboard are currently being finalised and therefore most pension schemes will make information available in the next three to four years so that all the information you need to plan your retirement will be available in one place at the same time.

We will provide you with an update on the Pensions Dashboard in the next Member Report.

Mid-life MOT

The Department for work and Pensions has launched a new website: **www.yourpension.gov.uk/mid-life-mot**. This is a package of support where individuals can find out how to access free, professional and independent guidance to help with pension planning, working options and staying healthy. The new website also has information on the state pension.

The RBP Trustee

Whitechapel Associates Limited acts as the Trustee to the RBP and is responsible for ensuring it is run in line with its governing documents and relevant legislation (for example pensions and tax law). Your current Trustee Directors are:

- **John Miller** – Chair of the Trustee – PDSA Nominated
- **Robert Beck** – PDSA Nominated Trustee Director
- **Karen Hailes** – Secretary to the RBP, PDSA Nominated Trustee Director
- **Robert Newcombe** - Member Nominated Trustee Director

The Trustee is able to appoint professionals to look after the day-to-day running of the Plan, however, the Trustee remains ultimately responsible for the Plan.

Our Advisors

Although the Trustee Directors are ultimately responsible for the running of the RBP, we delegate some of our day-to-day duties to professional pension experts. Our current advisors are:

Scheme Actuary
Alistair Russell-Smith FIA,
Hymans Robertson LLP, One London Wall, London EC2Y 5EA

Investment Consultants
Barnett Waddingham LLP, St James's House, St James's Square, Cheltenham GL50 3PR

Lawyers
Eversheds Sutherland (International) LLP, One Wood Street, London EC2V 7WS

Auditors
RSM UK Audit LLP, St Phillips Point, Temple Row, Birmingham B2 5AF

Plan Administrators
Hymans Robertson is the RBP's administrator and should therefore be your first port of call if you have any updates or queries. You can contact them here:

Post: **Hymans Robertson LLP, One London Wall, London EC2Y 5EA**

Email: **PDSAPensions@hymans.co.uk**

Phone: **020 7082 6319**

Additional information

Where can I get further information?

The following documents provide further information and are available on request from Karen Hailes, Secretary to the RBP Trustee, at PDSA Head Office:

- **The Formal Actuarial Valuation Report** – this contains the details of the Actuary's check of the RBP's funding position as at 31 December 2017.
- **The Statement of Funding Principles** – this explains how the Trustee manages the RBP with the aim of being able to provide the benefits that Members have built up.
- **The Schedule of Contributions and Recovery Plan** – these show how much money is being paid into the RBP by PDSA and the contributing Members, the Schedule of Contributions include a certificate from the actuary showing that it is sufficient to meet the requirements set out by law.
- **The Statement of Investment Principles** – this explains how the RBP Trustee invests the money paid into the RBP.
- **The 2018 Annual Report and Accounts of the RBP** – this shows the RBP's income and expenditure in the year to 31 December 2018.
- **The Member Booklet for the RBP** – the handbook for the RBP. You should have received a copy when you joined the RBP.
- **The Annual Actuarial Report** – this contains the details of the Actuary's approximate check of the RBP's funding position as at 31 December 2018.

Notes

If you would like more details on anything we have covered in this Member Report or if you have any questions in general please contact:

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