# *Draft pensions note for accounts (July 2018)*

## *For employers participating in BUSPS only [Not applicable for accounting standard FRS102]*

*This note is only relevant for employers participating in the Baptist Union Staff Pension Scheme. Draft wordings for other employers have been provided separately.*

*This note has been prepared to help employers prepare their accounts for accounting dates on or after 31 December 2017. Employers that are preparing accounts in accordance with FRS102 will need to include different / additional information, and will need to use figures calculated specifically for FRS102. Each Employer should discuss this with their auditors to make sure the notes include what is required in their individual situation, and to confirm whether the accounting approach is appropriate. BUGB and the Pension Trustee do not take responsibility for this.*

The Association is an employer participating in the Baptist Union Staff Pension Scheme ("the Staff Scheme"). The Staff Scheme is a separate legal entity which is administered by a Pension Trustee (Baptist Pension Trust Limited).

Employees are no longer eligible to join the Staff Scheme.

The main benefit provided by the Staff Scheme is a pension of one seventieth of a member's average salary over the last three years of pensionable service. The scheme started in 1969, but was closed to future accrual of benefits on 31 December 2011.

From January 2012, pension provision for both Ministers and Lay Staff is being made through the Defined Contribution (DC) Plan within the Baptist Pension Scheme. Members pay 8% of their Pensionable Income and employers pay 6% of members' Pensionable Income into individual pension accounts which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited. In addition, the employer pays a further 4% of Pensionable Income (or 3% if the employer is in the segregated DC section)to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Aviva.

A formal valuation of the Staff Scheme was performed at 1 January 2017 by a professionally qualified Actuary using the Projected Unit Method. The market value of the Staff Scheme's assets at the valuation date was £10.3 million.

The valuation of the Staff Scheme revealed a deficit of assets compared with the value of liabilities of £5.9 million (equivalent to a past service funding level of 64%). As a result of the valuation, previously agreed deficiency contributions of £759,000 pa (payable from 1 January 2016 and increasing each January in line with RPI inflation) continued to be due until 31 January 2018. Following this, a lump sum payment of £2,734,062 was paid in February 2018 and a further contribution of £2,600,000 may be made by December 2021. The total contributions are split between the sponsoring employers in line with their estimated share of the Scheme's liabilities. These significant contributions are part of a plan to wind up the Scheme in the short term, and in practice the Association has paid money to BUGB which is intended to cover all of the Association's outstanding commitments. [*Note – Association would need to consider how to account for the payments made to BUGB in relation to the Association's liability to the scheme and the planned winding up.*]

The key financial assumptions underlying the valuation of the Staff Scheme were as follows:

| Type of assumption | % pa |
|---|---|
| RPI price inflation assumption | 3.45 |
| CPI price inflation assumption | 2.70 |
| Pensionable Salary increases (CPI plus 1.0% pa) | 3.70 |
| Assumed investment returns | |
| - Pre-retirement | 3.50 |
| - Post retirement | 2.25 |
| Deferred pension increases | |
| - Pre April 2009 | 3.45 |
| - Post April 2009 | 2.50 |
| Pension increases | |
| - Pre April 2006 | 3.25 |
| - Post April 2006 | 2.15 |

As there are a number of contributing employers participating in the Staff Scheme, the Association is unable to identify its share of the underlying assets and liabilities (particularly the assets). Accordingly, due to the nature of the Staff Scheme, the profit and loss charge for the period represents the employer contributions payable. The total pension cost for the Association is [£xx,xxx] ([2016 £yy,yyy]).

The next actuarial valuation of the Staff Scheme will show the position as at 1 January 2020.