



# Your 2022 Summary Funding Statement

## BT (Lynx) Section of the Deloitte Pensions Master Plan

October 2022

Welcome to your annual “**Summary Funding Statement**” for the BT (Lynx) Section of the Deloitte Pensions Master Plan (“the **Section**”).

This statement has been prepared by the Trustee of the Section and is designed to update you on the funding position of the Section. You do not need to do anything as a result of this statement. It is for your information only.

### **Your Summary Funding Statement**

This statement has been prepared by the Trustee of the Section to provide members with information about the funding position of the Section.

The Trustee obtains regular valuations of the Section’s assets and liabilities in order to monitor the funding position. At the same time, they receive advice about required future contributions to correct any under-funding and to allow the Section to continue to meet its liabilities as they fall due.

A copy of this statement will also be available online at:

<https://members.pensionpal.co.uk/BTLynxMasterPlan>

### **The Trustee of the Section and the Section’s advisers**

A professional independent trustee from PAN Trustees UK LLP (“**PAN**” or the “**Trustee**”) is responsible for your benefits in the Section.

Deloitte Total Rewards and Benefits Limited (“**Deloitte**”), are the Section’s administrators. For any queries in relation to your benefits in the Section please contact Deloitte in the first instance. The administrator’s details can be found on the last page of this Summary Funding Statement.

# The Section's Funding Position

## How is the Section's funding position measured?

To check the Section's funding position, the Trustee compares the value of the Section's liabilities to its assets.

The assets comprise of the contributions paid into the Section, the assets transferred in and the investment returns achieved on those assets.

The value of the liabilities represents the amount that is estimated to be needed to provide all of the Section benefits earned to date by:

- those members who have left employment with British Telecommunications plc ("BT") or a previous employer, but have not yet started to receive their benefits from the Section; and
- the Section's existing pensioners.

The assets are held in a communal fund, not in separate funds for each individual. If the value of the Section's assets are less than the value of its liabilities, it is said to have a "shortfall". If the value of the assets is more than the value of the liabilities there is said to be a "surplus".

The Trustee carries out an in-depth look at the Section's finances at least every three years. This is called an actuarial valuation. An actuarial valuation compares the value of the Section's actual assets with the amount required to provide for the benefits accrued at that date. This amount is referred to as the 'Technical Provisions' and assumes that the Section will continue to operate on the current basis.

The Trustee is assisted in this process by a qualified, independent professional known as an Actuary. The Actuary does the necessary calculations and provides advice to the Trustee. The Trustee also reviews the financial security of the Section more regularly, including on an annual basis on the anniversary of the valuation date.

## What is the Section's funding position?

The first actuarial valuation of the Section had an effective date of 31 March 2020 (the "2020 Valuation"). This valuation disclosed a funding level of 57%. i.e. the value of the assets represents 57% of the value of the liabilities and there was a deficit in the Section of £11,275,000.

At the valuation date of 31 March 2020, the funding position was as follows:

Actuarial valuation	31 March 2020
Section Liabilities:	£26,098,000
Section Assets:	£14,823,000
Funding position: surplus / (shortfall)	(£11,275,000)
Funding level: ratio of assets to liabilities	57%

## How much money is paid into the Section each year?

After completion of the 2020 Valuation, the Trustee and BT agreed a Recovery Plan to restore the funding level to 100% over an agreed period.

Between 30 June 2021 and 31 May 2027, BT agreed to pay contributions of £1,101,000 p.a., payable quarterly in equal instalments.

BT has also agreed to pay a contribution of £120,000 p.a. in equal quarterly instalments to cover any 'business as usual' expenses due. These contributions will cover ongoing regular expenses for things like adviser fees, auditor fees and professional trustee fees in respect of the Section.

Actual ongoing, regular expenses incurred will then be met by the Section.

Pension Protection Fund levies will be paid out of the Section assets and will be reimbursed by BT no later than three calendar months after the date the levy is paid by the Section. This was agreed between the Trustee and BT in a Schedule of Contributions, signed 30 June 2021.

The Trustee is required to inform you whether a payment has been made to the employer (e.g. a return of surplus when the Section is funded to a particular level), as permitted under the Pensions Act 1995, since the Trustee last sent you a summary funding statement. The Trustee can confirm that no such payment has been made from the Section.

**Does the Trustee have more recent information on the Section’s funding position?**

In each year where a formal actuarial valuation is not completed, the Trustee will obtain an actuarial report which sets out the Actuary’s review of the funding position of the Section on an approximate basis.

The latest annual review had an effective date of 31 March 2022. The results of this annual review and the previous annual review as at 31 March 2021 (for comparison) are as follows:

Actuarial valuation	31 March 2022	31 March 2021
Section Liabilities:	£22,913,000	£24,199,000
Section Assets:	£18,340,000	£17,639,000
Funding position surplus / (shortfall)	(£4,573,000)	(£6,560,000)
Funding level (ratio of assets to liabilities)	80%	73%

The improvement in the position over the period from 31 March 2021 to 31 March 2022 was largely a result of:

- higher than expected returns on the Section’s investments over the period;

- favorable changes in financial conditions, as a result of increases in bond yields, which have decreased the value the Actuary places on the liabilities; and
- contributions paid by the employer into the Section to reduce the deficit and for expenses.

It is natural for the Section’s funding level to fluctuate over time, reflecting changes in the financial markets. Financial conditions have been especially challenging since the Covid-19 pandemic.

The Trustee will continue to monitor the Section’s funding position and work with BT to maintain and improve the security of members’ benefits.

The next actuarial valuation is due at 31 March 2023, which could lead to additional contributions being requested from BT if the Section is not fully funded at that time.

**How does the Trustee know what contributions should be paid into the Section?**

Following each actuarial valuation, the Actuary advises on the funding position of the Section and this enables the Trustee to discuss the contribution level with BT. A level of contribution for the Section is then agreed with BT and recorded in a document called the Schedule of Contributions. The Trustee and BT review and update the Schedule of Contributions at least each time the Section has an actuarial valuation.

The valuation and Schedule of Contributions follow standards that have been set out in a Statement of Funding Principles (also typically reviewed and updated as part of each actuarial valuation). This document describes how the Trustee will manage the Section with the aim of being able to continue to pay members’ benefits.

The Trustee is required to tell you whether the Pensions Regulator has used its legal powers to make directions as to any of:

- the level of benefits available from the Section going forward;
- the method or assumptions used to calculate the liabilities or the length and structure of the recovery plan; or
- the contributions that should be paid under the Schedule of Contributions.

The Regulator has not used its powers in relation to the Section and therefore the Section is not subject to any directions from the Pensions Regulator.

### **What types of assets does the Section invest in?**

The target asset allocation for the Section's investments is 7.5% in assets which aim to significantly reduce the investment risk and the volatility of the Section's funding level (known as Liability Driven Investments, and includes government bonds), 50% in equities, 25% in corporate bonds, 10% in property and 7.5% in a private markets fund that aims to generate a diversified source of return. The Section's Statement of Investment Principles can be found at:

<https://members.pensionpal.co.uk/BTLynxMasterPlan>

Legal & General Investment Management are the Section's investment managers.

Investment markets have proved increasingly volatile in recent times with growing uncertainty fueled by high inflation and increases to the cost of living. The Trustee continues to monitor the Section's investment performance including the appropriateness of the current investment strategy.

### **The importance of employer support**

The Trustee's aim is for there to be enough money in the Section to pay pensions now and in the future, but this depends on BT carrying on in business and continuing to pay for the Section. If BT goes out of business or decides to stop paying for the Section, it is expected to pay the Section enough money to buy-out all the benefits built up by members with an insurance

company. This is known as the Section being "wound-up". The comparison of the Section's assets to the cost of buying-out the benefits with an insurance company is known as the "solvency position".

### **What happens if the Section is wound-up?**

By law, at every three yearly valuation the Actuary has to calculate the amount that might be needed to pay an insurance company so that they could pay the benefits due to members under the Section.

In the event of a wind-up, it may be the case that BT is unable to pay the full amount required by the insurance company. If BT became insolvent, the Pension Protection Fund ("PPF") might be able to take over the Section and pay compensation to members.

The PPF was set up by the government to help protect members' pensions where a company becomes insolvent, although it does not guarantee to pay full benefits.

If the Section were to be wound up and go into the PPF, the pension you would receive from the PPF may be less than the full benefit you have earned in the Section, depending on your age and when your benefits were earned.

Further information and guidance is available on the PPF website at [www.pensionprotectionfund.org.uk](http://www.pensionprotectionfund.org.uk).

Or you can email the Pension Protection Fund at: [information@ppf.co.uk](mailto:information@ppf.co.uk).

**Is there enough money in the Section to provide my full benefits if the Section was wound-up?**

The actuarial valuation at 31 March 2020 showed that the Section's assets could not have paid for the full benefits of all members to be provided by an insurance company if it had wound-up at that date.

Using an insurance company to provide benefits instead of the Section is very costly as the insurance company will typically allow for a conservative investment policy and longer life expectancy, in addition to a margin for profit.

As mentioned earlier, measuring the value of the liabilities on this insurance type basis is known as the 'solvency position'. The Trustee is required to include the solvency position in this Summary Funding Statement.

Should BT choose to wind up the Section (and BT is not insolvent), BT would need to pay an additional amount to the section to remove any shortfall on winding up.

Otherwise, the Trustee only expects to wind up the Section if there are sufficient assets in Section to for the full benefits of all members to be provided by an insurance company.

<b>Actuarial valuation</b>	<b>31 March 2020</b>
Liabilities if the Section was to be wound up:	(32,756,000)
Section Assets:	14,823
Funding position if the Section was to be wound up: surplus / (shortfall)	(17,933)
Funding Level if the Section was to be wound up:	45%

## Leaving the Section

### **Can I leave the Section before I am due to retire?**

If you are not currently receiving a pension from the Section you can, if you wish, transfer your benefits to another pension arrangement prior to retirement.

If you are thinking of leaving the Section for any reason, you should consult a professional advisor, such as an independent financial advisor, before taking any action. To get in contact with an independent financial adviser please visit:

[www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser](http://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser)

[www.fca.org.uk/consumers/finding-adviser](http://www.fca.org.uk/consumers/finding-adviser).

The Trustee and Deloitte cannot provide you with financial advice. However, the Trustee would like to make all members – particularly those who are considering, or may consider, a transfer of their benefits in the future – aware of a new legislation introduced by the Pensions Regulator which set out a number of steps we, as the Trustee of the Section, must take following a request by a member to proceed with a transfer of their benefits out of the Section and to another pension arrangement. One of the main aims of these new “Transfer Regulations” is to reduce the risk of pension scheme members being “scammed” – something which the Pensions Regulator is seeing a worrying rise in reported cases. Please see more information on the following page.

# Accessing Your Pension Early

## Pension scams

The Pensions Regulator (“TPR”) has recently issued warnings advising that certain third party organisations have been contacting pension savers claiming that they can help them access their pension early. These warnings can be accessed using the below website:

[www.thepensionsregulator.gov.uk/pension-scams.aspx](http://www.thepensionsregulator.gov.uk/pension-scams.aspx)

A summary of the warnings from TPR is enclosed with this document.

Pension liberation, also known as, ‘pension loans’ or ‘pension scams’ is the transfer of a member’s pension savings to an arrangement that will allow them to access their funds before they are entitled to receive them. This activity can be fraudulent where members are not informed, or are misled, about the consequences of these schemes. On occasions, people targeted by these scams are often not informed of the significant negative tax consequences of accessing their pension early and can end up with significant tax bills and/or losing their pension altogether.

Pension scheme members in the UK are typically able to retire from age 55<sup>1</sup>. Only in rare cases, such as terminal illness can members take a pension before age 55.

The Section administrators have processes in place to help to protect members from pension scams. All transfers out of the Section must be to a registered pension arrangement.

The new “Transfer Regulations” came into effect on 30 November 2021 and apply to all transfer requests made on or after this date. These regulations include a requirement to check whether a transfer meets certain new conditions, along with a system of red and amber flags which give trustees the power to refuse transfers where they believe you are at risk of being scammed. The Section administrators have updated their processes to adhere with

these regulations and will continue to refine these as more industry guidance is released. The new checks may mean that your transfer request takes a little longer to process than before and we may require more information from you – however we hope members will appreciate why this may be the case and we will keep you informed during the process.

Please note, however, that even with these protections in place, pension scams could still happen. If you have any queries or concerns about pension liberation, or wish to discuss the processes the administrators follow, please contact the administrators using the details provided in the ‘Contacting Us’ section of this newsletter.

Please note that transferring your benefits is a big decision. If you are thinking of transferring your benefits out of the Section for any reason, you should seek independent financial advice before you make any decision.

Further information on pension scams can be found at: [www.fca.org.uk/scamsmart](http://www.fca.org.uk/scamsmart)

## Early Retirement

If you are over age 55, it may be possible to retire early under the rules of the Section and start receiving your pension. Your pension benefits within the Section depend on a number of factors including when you accrued your pension, your pensionable salary and the category of your membership.

Members that joined the Lynx Technology Limited Pension & Life Assurance Scheme before 1992 or who are “Data Logic” members are able to take their pension at age 60 without a reduction for early payment. If you retire at any age before you are aged 60 your pension will be reduced for early payment<sup>2</sup>.

For all other members, you may be able to retire early but your pension would be reduced to reflect the fact that by retiring before your normal retirement date you

<sup>1</sup> Minimum pension age will increase from the current 55 to 57 in 2028.

<sup>2</sup>The way the reduction is applied for “Vistec” members that joined the Lynx Technology Limited Pension & Life Assurance Scheme before 1992 means they may receive a significantly lower pension if they retire just before they are aged 60, compared with if they retire at age 60.

would receive a pension for longer than if you retired at your normal retirement date.

If you would like to find out more information about the pension you would receive if you retire early within the Section, please contact the Section's administrator.



## Keeping us updated

### Personal details

Please keep Deloitte informed of any change in your circumstances such as:

- a change of name;
- a change of postal or email address;
- marital/civil partnership status; and
- a change in bank account details (if you are a pensioner).

This will allow the administrator to keep your records up to date and send any letters or correspondence using your latest details.

The easiest way of doing this is to contact us using one of the methods provided in the administrator details at the end of this statement.

### Expression of Wish Form

Please remember that it is important to keep your Expression of Wish Form up to date. This form will assist the Trustee in reaching a decision regarding the payment of any lump sum benefits that your dependants/beneficiaries may be eligible for under the Rules of the Section in the event of your death. The Trustee is not bound by your wishes but needs to consider all of the information available before making a decision.

Please contact us if you would like an Expression of Wish form. If you have previously completed an Expression of Wish form, you do not need to submit this form again. However, if you have never completed this form, or if you would like to update this form due to a change in circumstances, please contact us so we can provide you with a blank form.

# Data protection

## Your data

Deloitte and the Trustee are “data controllers in common” of personal data that is held to administer the Section.

As a data controller, the Trustee holds personal data about you, as a Section member, and possibly the personal data of your dependants. The Trustee holds and process this data to properly administer the Section, to comply with the law and to ensure you receive your Section benefits.

The type of personal data the Trustee may hold will include (for example): date of birth, national insurance number and postal address.

Deloitte will handle and protect your personal information with the utmost consideration for its confidentiality and your privacy. For more information, please visit:

<https://www2.deloitte.com/uk/en/misc/dtrb-dpsp-privacy-statement.html>

# Complaints

## **Internal Disputes Procedure**

Trustees of all occupational pension schemes are required to establish and operate a procedure to try to resolve any complaint or dispute which may arise.

Complaints or disputes concerning the Section are rare and will often be resolved informally by the Section's administrator.

In the unlikely event that your complaint has not been dealt with to your satisfaction, you may use the Section's internal dispute resolution procedure (the "**IDRP**").

A copy of the IDRP is available on request.

The Section's IDRP will ensure that the matter is considered by the proper person and, if necessary, is also considered by the Trustee.

## Finding out more

### **Additional formal documents available on request from the Section's administrators:**

#### **Trust Deed and Rules**

The legal guidelines that determine how the Section must be run.

#### **The Statement of Funding Principles**

This explains how the Section is managed to be able to provide members with the benefits they have built up in the Section.

#### **The Statement of Investment Principles**

This explains how the money is invested in the Section, and is also available at <https://members.pensionpal.co.uk/BTLynxMasterPlan>

A statement is also available on how the Trustee has complied with the principles set out in the Statement of Investment Principles.

#### **The Schedule of Contributions and Recovery Plan**

This shows how much money is being paid into the Section.

#### **The Section's latest Annual Report and Accounts**

This shows the Section's income and expenditure.

#### **The latest full Actuarial Valuation Report**

This contains the details of the Actuary's check of the Section's financial situation as at the effective date of the most recent actuarial valuation.

## Where can I get further information?

The Section is administered by Deloitte. The contact details are:

Joe Connolly  
**Senior Pensions Administrator**



028 9019 5013  
(+4428 9019 5013 if you are overseas)



joconnolly@deloitte.co.uk

Donna Moore  
**Pension Administration Manager**



028 9053 1056  
(+4428 9053 1056 if you are overseas)



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You can also email [pensionsadministration@deloitte.co.uk](mailto:pensionsadministration@deloitte.co.uk) or write to Deloitte at: The BT (Lynx) Section of the Deloitte Pensions Master Plan, c/o Deloitte Total Reward and Benefits Limited Lincoln Building, 27 – 45 Great Victoria Street, Belfast, BT2 7SL