PENSIONS NEWS

UK Atomic Energy Authority

No.21 November 2022

UKAEA Combined Pension Scheme (CPS)

Dear member,

Welcome to this year's newsletter. I hope you find it helpful, and if there is anything else you would like us to cover in future newsletters, please contact me at the email below.

This newsletter is aimed at providing you with an update on latest developments with the scheme, its administration, and wider public sector pension issues. We are sending this to all members. There is some repetition with previous newsletters as we want to make sure that everyone has seen the information.

Not all sections are relevant to all members, so we have split the newsletter into sections as in previous newsletters. If you have queries about your own personal pension details, then in the first instance please contact your employer or the administrators EQ (Equiniti); details are given below.

Andrew Bickley

Head of Pensions and Insurance

pensions@ukaea.uk

Support Division
United Kingdom Atomic Energy Authority
Culham Science Centre
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CONTACT DETAILS FOR THE ADMINISTRATORS EQ

The administrators of the scheme can be contacted as follows:

Telephone: **+44(0) 333 207 5961**

Email: **ukaeapensions@equiniti.com**

If you need to send information by post service, the address is

UKAEA Pensions
PO Box 5130 LANCING
BN99 9AP

Whenever you contact the administrators whether by phone, email or the postal service you should always quote your NI as identification. If you are sending personal information by email then we recommend this is put into a password protected file, using something that the administrators will know, such as your membership number.

Active members of the scheme should send details of any changes in personal details such as name, address or marital status using the systems agreed with their employer, who will pass on to the administrators.

Pensioner and Deferred members can, subject to security checks, make changes to their personal details such as address and email using Member self service (see later for details.)

ALL MEMBERS

1. Pension Website and Member Self Service (MSS)

The scheme website can be found here: **https://myukaeapension.equiniti.com/**. The site is set up to work across multiple platforms.

On the website you will find information on the scheme benefits, useful resources and contacts. In addition, you can set up an account on the site and login to view details of your membership. This is known as Member Self Service (MSS). For active and deferred members this currently allows you to check your service record and obtain general Scheme information, including benefit estimates. Annual Benefit Statements have been added for active and active deferred members. We are currently planning additional on-line services including nomination details, and will provide details in due course. For pensioners and dependants, you can view copies of your pay slips and personal and Scheme information, and change personal details such as address and email. We would encourage you to make use of this site.

You should have received a letter with your access codes to the site to log in, either in 2019 when EQ set up the site, or when you joined the scheme if after this. If you wish to get a new set of codes, please contact the administrators EQ at the following contact details for anything to do with the website:

EQ Website Enquiries

Telephone: **0345 408 2991**

Email: **member.web@equiniti.com**

2. Pension Scams

We have included a pensions scam poster produced by the Financial Conduct Authority and the Pensions Regulator with this newsletter. Although this information is mainly of interest to those who are contributing to the AVC or Shift Pay Pension Savings Plan, all members should be aware of the potential for fraudsters to contact you. Note that you cannot transfer your CPS benefits into a scheme that offers 'flexible retirement benefits'; flexible retirement benefits can generally be described as money purchase or cash balance benefits.

3. GMP

Guaranteed Minimum Pension (GMP) is only relevant for those members who contributed to the scheme prior to 1997. It is the minimum amount of pension that we must provide for CPS members who were contributing between 6th April 1978 and 5th April 1997. It is paid as part of your CPS pension.

An exercise to reconcile pension information held by the UKAEA scheme and Her Majesty's Revenue and Customs (HMRC) has now concluded. This reconciliation is occurring across many pension schemes.

In addition to changes made last year, a small number of members who have retired since 2016 will be contacted in November 2022 about a small increase due on their pensions. This does not impact all members, so if you do not receive a letter you are not impacted.

Separately, an exercise will be undertaken to equalise GMP for male and female members. This is a longer-term project and in the early planning stages at the moment. We will provide further information at a later date.

4. AVC and SPPSP Members

The Additional Voluntary Contribution (AVC) and Shift Pay Pension Savings Plan (SPPSP) schemes are insured with Prudential (a trading name of Prudential Distribution Limited, which is a subsidiary of M&G plc.).

Following a change in administration software during 2021, Prudential are continuing to improve processes and systems, although we are aware that there are still some delays to certain member requests. We are working with Prudential to ensure that where delays do occur lessons are learnt to improve the service for all members.

Annual Benefit Statements (AVC and SPPSP)
The Annual Benefit Statements from Prudential for members of these schemes were delayed in 2021 and 2022. The March 2021 ABS for both schemes were sent out in May 2022. The March 2022 statements will be distributed as soon as they are available.

Online Accounts (AVC only)
Note that AVC members can register on the Prudential website to get an up to date valuation of their current plans – please see here: **https://www.pru.co.uk/existing-customers/mypru/**

You will need the Group AVC policy number **A087**, and personal details. This option is not available to SPPSP members.

Please also note that communications regarding any changes you wish to make to your plans, or to withdraw funds should be through either your employer or EQ, as Prudential do not generally deal with members directly on these matters. As a guide:

Prospective New members – contact your employer to obtain joining packs and information.
Changes to contribution rates – contact your employer to arrange this through your payroll.
Changes to fund allocation – contact your employer who will pass the information on to Prudential.
Releasing Funds – contact the administrators EQ who will send you an option pack and liaise with Prudential.

5. Minimum Pension Age

The Government included legislation in the 2022 Finance Act to increase the minimum pension age from 55 to 57 from 6 April 2028. This is the minimum age at which most pension savers can access their pensions without incurring an unauthorised payments tax charge (unless they are taking their pension due to ill-health).

The UKAEA CPS Pension Scheme will incorporate this change into the rules of the scheme at a future date.

6. Pension Dashboards

Pensions dashboards will enable individuals to access their pensions information online, securely and all in one place, thereby supporting better planning for retirement and growing financial wellbeing. Dashboards will provide clear and simple information about an individual's multiple pension savings, including their State Pension. They will also help them to reconnect with any lost pension pots.

A programme of work is in place across the UK pensions industry to deliver dashboards over the coming years. EQ is heavily involved in this work, and will be providing input and resources to the team overseeing their introduction on behalf of The Money and Pensions Service.

We have also started a series of projects to ensure that the data that we hold on all members is as up to date as possible. If you change contact details (address / email / phone) then these can be amended online on MSS. Alternatively please inform the administrators for this and other changes such as a change of name or if you get married or enter into a civil partnership, using the contact details for EQ at the beginning of this newsletter.

7. Divorce, Dissolution or Annulment

If you are currently going through a divorce, dissolution or annulment, then please contact the administrators EQ at the earliest opportunity so that they can make suitable arrangements regarding your scheme benefits.

8. Annual Accounts

Please note that the scheme produces Annual Report and Accounts, which are laid before Parliament each year. The 2021/22 accounts are due to be published in November 2022 and can be found by searching 'UKAEA pension accounts' on the gov.uk site):

9. Scheme Rules

The rules of the scheme are available on the scheme website. The latest version of the rules are here: **https://myukaeapension.equiniti.com/media/1238/cps-rules-jun-22-web.pdf**

10. The Nuclear Industry Benevolent Fund

The Nuclear Industry Benevolent Fund (TNIBF) is a registered charity supporting those working or who have worked in the UK Nuclear Industry through the provision of support, signposting and financial assistance.

The Fund can provide assistance to cover short or long-term problems, where help cannot be obtained from any other source. Assistance is tailored to individual needs and circumstances. All you need to

do is provide details of your income and expenditure and the type of assistance you require. You need not be a contributor to the Fund and assistance can include dependant family members.

More information about the Fund is available at **www.tnibf.org**. If you have any queries, you can get in touch via the 'Contact' section of the website, email **info@tnibf.org** or telephone **01925 633005**.

Applications for assistance can be made using the online application form, by post or telephone. All enquiries are treated in the strictest of confidence and with empathy and respect.

ACTIVE AND ACTIVE DEFERRED MEMBERS

11. Annual Benefit Statements

Annual Benefit Statements were uploaded onto MSS for active and active deferred members in August, or sent by post to your home address for those members who requested this. To access these statements if you have not already done so, please log in to the site (see section above) and go to the menu at the top right, click on 'More' and then 'Your Documents' and browse documents at the bottom of the screen.

12. Pension Savings Statement

The Annual Allowance limits the amount of tax relief that is received on an individual's pension savings within a tax year to all registered pension schemes (£40k increase in savings for most members over the 2021/22 tax year).

Those members who have breached the Annual Allowance in the CPS scheme have received a separate letter from the administrators outlining what you should do. These letters have also been uploaded onto MSS.

ACTIVE MEMBERS

13. Scheme Reform

As you may recall, as a result of the 2013 Public Service Pension Act, we were planning to close the CPS final salary defined benefit scheme to future contributions from April 2017 onwards and move most active members to the Civil Service 'alpha' scheme, which is a career average defined benefit scheme. This move was paused due to an employment tribunal appeal case. This case is now known as the McCloud case, and In December 2018, the Court of Appeal ruled that the 'transitional protection' offered to some members of the judges' and firefighters' schemes as part of the reforms gave rise to unlawful discrimination.

Government ran a consultation on how to remedy the discrimination in the relevant public sector schemes, and announced their proposed remedy in February 2021, with legislation introduced to Parliament in July 2021.

The consultation and remedy do not impact the CPS scheme as we did not move. However, it does mean that the proposed move to alpha has been delayed further, while the other schemes are remedied. UKAEA is currently planning with Cabinet Office, the scheme administrators and others for a move in 2025 or 26. We will be monitoring this closely and will update members as soon as we know more about details of our move and who it will impact.

If you had any service with one of the reformed public sector pension schemes from 2012 to 2015 the reforms could affect the pension you accrued in that scheme, and you should contact the relevant scheme administrator for further information.

Pensioners, dependants, active deferred and deferred members are not affected by this move, and your pension will remain with the CPS.

DEFERRED MEMBERS

14. Benefits at Retirement age

When you approach your retirement age in the scheme (generally 60 for most members) EQ will contact you around 4 months ahead to lay out your options of receiving your pension. These include options on converting lump sum into additional pension or reducing your pension for additional lump sum. If you wish to take your pension early (from age 55) then this is possible, subject to a reduction for taking the pension early.

It is imperative that EQ have your correct address in order to avoid delays in paying your pension. If you move or change name then please inform EQ, either by contacting them (details at beginning of newsletter) or by updating the details on MSS.

On MSS, you can log in and get up to date estimates of your pension and change your address details etc.

PENSIONER AND DEPENDANT MEMBERS

15. Pensions Increase

Public service pensions such as those paid by the CPS were increased by 3.1% with effect from 11 April 2022 in line with the September to September increase in the Consumer Prices Index. Any pension which had been in payment for less than a year was increased by a proportionate amount depending on when your pension started during 2021/22. The 2023 increase will be implemented during April 2023.

Please note that as the increase is applied mid-April each year, the full increase is not included until your May pension payment.

Who qualifies for the increase?
This increase is applied to all UK Atomic Energy Authority pensions where the pensioner is aged 55 or over. Additionally, all pensioners (regardless of their age) who are in receipt of widow's, widower's, children's or invalidity pension or who retired on grounds of ill-health will also receive pensions increase.

Application of Pensions Increase to your UK Atomic Energy Authority Pension
If your pension is based wholly or partly on service between 6 April 1978 and 5 April 1997, it will include a guaranteed minimum amount to cover this period during which the UK Atomic Energy Authority scheme was contracted-out of the State Earnings Related Pension Scheme (SERPS). Pension Increases (including any increases due on the GMP) have been included with your UKAEA scheme pension. The increase on GMP is capped, so may not include the full CPI increase.

16. Death of a Pensioner

The entitlement to pension ceases on the death of a pensioner. A dependant pension/s will then be paid to an eligible spouse or child/children under the terms of the scheme rules. A pension does not pass to any other relative or to somebody holding a Power of Attorney. It is therefore essential (to avoid any overpayment of pension which will need to be recovered) that EQ is advised immediately when a pensioner dies. EQ will then be able to ensure that any spouse's or child's pension is brought into payment promptly.

Other bodies, such as Registrar's and banks, do not notify EQ when a pensioner dies. Please also note that the CPS scheme does not currently get informed by the 'tell us once' service on the gov.uk website. We are reviewing this with Government.

17. Pension Payments and Payslips

Your pension is paid monthly in arrears directly into your bank or building society account. The pension is transferred on the 28th day of each month (except during December when payment is made earlier). Payments to overseas accounts take a few extra days to reach the destination account. This is outside of our control.

A pension payslip is sent to you when your pension starts and when there is a change of £1 or more in the monthly amount of net payment due. In addition, you will receive a payslip in April and May detailing the amount of the pension payable. You will also receive a P60 certificate for tax purposes towards the end of May, which will provide details of your gross pay and tax paid in the previous tax year.

Please note that, for security reasons, we will not include your National Insurance number on your payslip, nor print your full bank details. This will not affect the payment of your pension.

Your payslips for all months and P60 each year are also available on the scheme website MSS.

18. Tax Queries

Please note that it is your responsibility to ensure that you are paying the correct amount of tax on your pension. EQ cannot help you with queries about your tax coding.

If you have any queries regarding the tax on your pension, you should contact HMRC at the following address, quoting UK Atomic Energy Authority pension scheme, the PAYE reference number **475/FB90592** and your own personal National Insurance number:-

Pay As You Earn and Self Assessment
HM Revenue and Customs
BX9 1AS

Telephone the Call Centre on **0300 200 3300** (outside UK +441355359022) from 8am to 6pm Monday to Friday

It is an HMRC requirement that EQ must provide them with your personal data, gross pay and tax details on a monthly basis during the lifetime of your pension.

19. Scottish and Welsh Income Tax

Scottish taxpayers will have their Tax codes prefixed with the letter 'S', and Welsh taxpayers with 'C'. We are unable to operate a tax code prefixed with the letter 'S' or 'C' unless advised to do so by HMRC. If you believe your code is incorrect you should contact HMRC.

Further information on the subject can be found on the following websites:
https://www.gov.uk/scottish-income-tax or
https://www.gov.uk/welsh-income-tax

20. Pension Credit

For any pension credit queries you may have, please contact the Department for Work and Pensions on the number below. The quickest way to apply for Pension Credit is online or by phone.

Further details are here:
https://www.gov.uk/pension-credit

A friend or family member can make the call on your behalf, but you must be with them when they call.

Pension Credit claim line

Telephone: **0800 99 1234**

Textphone: **0800 169 0133**

Monday to Friday, 8am to 6pm

The scheme has been asked to advertise the vacancy below as a large number of retired radiation workers will be members of the UKAEA CPS.

VACANCY: National Registry for Radiation Workers Data Governance group lay member

The National Registry for Radiation Workers (NRRW) is a long-term follow-up study that was set up in 1976 to provide evidence about the health of radiation workers in the UK. Over the last 45 years it has grown to include 270,000 workers.

The aim of study is to:

- better understand the risk of occupational low-dose exposure to ionising radiation
- inform regulations and guidelines that protect radiation workers

We are seeking a current or retired radiation worker to join the NRRW Governance Group as an independent worker representative. The Group is responsible for governance and oversight of the epidemiological work proposed using data from the study. It is chaired by an independent senior academic and includes representatives from major employers from the nuclear industry, unions and occupational health.

The group currently meets in person in London twice a year but may move one of these meeting online in the future. Lunch and refreshments will be provided, and travel expenses are offered, but the position is unpaid.

If you would like more details or to be considered for this role, please email the study lead, Dr Richard Haylock at: **radiationworkerepidemiology@UKHSA.gov.uk** with your details and background in the industry and why you are interested in participating.

Information about the study is available at
https://www.gov.uk/government/publications/radiation-workers-and-their-health-national-study

Don't let a scammer enjoy your retirement

Find out how pension scams work, how to avoid them and what to do if you suspect a scam.

Scammers can be articulate and financially knowledgeable, with credible websites, testimonials and materials that are hard to distinguish from the real thing. Scammers design attractive offers to persuade you to transfer your pension pot to them or to release funds from it. It is then invested in unusual and high-risk investments like overseas property, renewable energy bonds, forestry, storage units, or simply stolen outright.

Scam tactics include:

- contact out of the blue
- promises of high / guaranteed returns
- free pension reviews
- access to your pension before age 55
- pressure to act quickly

If you suspect a scam, report it

- **Report to the Financial Conduct Authority (FCA)**
  by contacting their Consumer Helpline on 0800 111 6768 or using the reporting form at www.fca.org.uk
- **Report to Action Fraud**
  on 0300 123 2040 or at www.actionfraud.police.uk
- **If you're in the middle of a transfer,**
  contact your provider immediately and then get in touch with MoneyHelper at: www.moneyhelper.org.uk

www.fca.org.uk/scamsmart

Four simple steps to protect 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 have 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 (https://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 Service or the Financial Services Compensation Scheme. So you're unlikely to get your money back 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 we call 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

MoneyHelper (www.moneyhelper.org.uk) – Provides free independent and impartial information and guidance.

Pension Wise – If you're over 50 and have a defined contribution (DC) pension, Pension Wise offers pre-booked appointments to talk through your retirement options at: www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/pension-wise

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

Be ScamSmart with your pension. Check who you are dealing with.

www.fca.org.uk/scamsmart

FCA FINANCIAL CONDUCT AUTHORITY

The Pensions Regulator

*FCA Financial Lives