

**From:** [YMCA Pension & Assurance Plan](#)  
**To:** [Isabel Kaye](#)  
**Subject:** [Test] Annual E-Newsletter For Participating Employers in the YMCA Pension & Assurance Plan  
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## YMCA Pension & Assurance Plan

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The timescale for issuing the employers newsletter has been changed to fall in line with the signing of the Triennial Valuation report and in future will be issued in February each year.

### FINANCE

#### 1 May 2015 Triennial valuation – update

The Valuation is now available on the Pension website

#### FRS 17 (pension disclosure statement)

This has been updated to take account of the valuation at 1 May 2014 and has been posted on the [pension website](#).

#### Employer Notifiable events – to the Pension Regulator

Planning changes to your activities, structure or finances? You need to talk to the Pension Trustee and might need to talk to the Pensions Regulator.

YMCAs which have a liability to the Pension Plan and are planning changes to their activities, legal structure or financial arrangements, are being encouraged to think about the impact this may have on the Pension Plan and whether the proposals might affect the YMCA's ability to fund the Pension Plan:

- Contact the Pension Trustee at an early stage for a discussion about your plans and help with working out the appropriate next steps.
- Depending on the circumstances it may be necessary to notify and/or seek "clearance" from the Pensions Regulator.

Paul Smillie, Secretary to the Pension Trustee, comments, "The Pension Plan is a creditor of each Participating Employer so it's important to keep the Pension Plan in the loop about changes that might affect the legal or financial position. We want to make sure Participating Employers are aware of the Pensions Regulator's framework for notifying events and clearance, and take it into account when planning these changes".

Examples of the types of activity that may need to be raised with the Pension Trustee are:

- Reorganising the legal structure of the YMCA, including transferring assets out of the YMCA to another legal entity.
- Granting security over the YMCA's assets (e.g. taking out a mortgage over the YMCA's property).
- Taking on substantial new borrowings or payment obligations (such as guaranteeing another entity's debt).
- Taking action that is intended to avoid or "compromise" the YMCA's obligation to the Plan.
- Changing the normal activities of the YMCA in a way that will significantly affect its cash flows or financial position and in turn may have an impact on their Experian

credit score.

This is not a complete list. There could be other similar situations where it is important to talk to the Pension Trustee to work out what action is appropriate.

YMCAs may also have a legal duty to report breaches of the law to the Pensions Regulator, if likely to be of "material significance" to the Regulator.

The Pension Trustee has produced a [factsheet for YMCAs participating in the Pension Plan](#) with further details about this. The Pension Trustee is also happy to answer queries. Please contact [Paul Smillie](#).

#### **Annual Accounts for the year ending 30 April 2014**

Please use the following link to access the accounts -  
<http://pensions.ymca.org.uk/information-for-members-of-the-plan>

#### **Deficit pension Contributions payable from 1 May 2015**

Invoices will be issued at the end of March 2015 with regard to deficit and expenses contributions payable for the period 01/05/15-30/04/16.

#### **Deficit Pension Contributions payable – 30 April 2015 - late payments**

Please note that the payment should reach the Trustees bank account at least 4 days before the due date of 19th, to take account of weekends.

#### **Update on Section 75 full buy-out figures as at 1 May 2014**

We have now received the full buy-out figures as at 1 May 2014. If you wish to obtain your YMCA's S75 figure, please contact [Paul Smillie](#).

#### **Financial Reporting Council (FRC) - New Accounting Standards: impact on YMCAs**

The revised UK accounting standards (effective for accounting periods commencing on or after 1 January 2015) will have two impacts on the **disclosure of pension information** in the accounts of YMCAs:

1. Any **contractual obligations** will need to be recognised in the accounts if they arise from **previous** activities. For those YMCAs in the YMCA Pension Plan this means that the employer deficit contributions (but not the expense element which arises from **future** activities) will need to be recognised as a liability on your balance sheet. However, this does mean that the deficit element of the payments will no longer be charged to your operating results.
2. The **criteria for recognising items** in the annual accounts have been relaxed slightly. So instead of **Certainty**, Entitlement and Measurement we will have **Probable**, Entitlement and Measurement.

It will be interesting to see how the actuarial industry adapts to this change as commentators are suggesting that the lowering of the bar could mean that some multi-employer schemes have to give full pensions disclosure. YMCA England will be resisting this change.

This issue was covered at the recent Pension Roadshows held in October, the slides of which can be found on the [pension website](#) along with an example balance and income & expenditure sheets.

## **LEGAL**

### **Huddersfield YMCA**

Discussions are continuing between the Board of Huddersfield YMCA and the Trustee of the Plan.

## OCTOBER PENSION ROADSHOWS

The Principal Employer conducted various roadshows during the month of October 2014. Please use the following link - <http://pensions.ymca.org.uk/principal-employer/2014-pension-roadshows> - to access the slides from the Roadshows, and if you have any queries, please contact [Keith Fletcher](#), YMCA England.

## YMCA GROUP LIFE ASSURANCE SCHEME

The above scheme is established under a separate Trust Deed and is open to all YMCA's in England, Scotland, Wales and Northern Ireland. To be eligible to participate in the Group Life Scheme, the YMCA employer must be a UK based employer. Employees eligible for cover are; those employed and resident in the UK, on a fixed term contract and employed and resident in the UK - **casual staff are not eligible for cover**.

### **Increase in administration fee**

Due to the increase in administration costs, the Pension Trustee approved an increase of the administration fee from £0.09p per £1,000 of cover to £0.10p per £1,000 of cover. This increase will be effective from 1 May 2015.

### **Change of the Insurance Retirement Age**

Previously the normal retirement age of 65 with a late retirement cover up to age 70. This now changed for both levels of cover to age 70 and completion of the Actively at work declaration is no longer required.

### **Change in salary definition – for those on fixed term contracts and those on zero hours contract of less than 12 months**

I wish to confirm a change in salary definition for those on fixed term contracts as follows "Total earnings from the 'employer' over the preceding 12 months", for anyone who has been in the 'employer's' service for less than 12 months, or whose earnings were reduced because of a period of sick leave, we will use the annual equivalent in the period (or since joining the 'employer', if later."

### **Expression of Wish form**

It is important that Employers remind their eligible employees to update their expression of wish form in the event of a change in circumstances i.e., marriage, birth of a child etc. Blank forms can be found on the [pension website](#).

The Trust Deed & Rules of the Scheme can be found on the [pension website](#).

### **Unit Rates**

There are two levels of cover available, the current premium rates, **guaranteed to 30 April 2015**, are as follows:

- 4 x salary cover - Premium is £1.46 per £1,000 of cover (a salary of £15k equates to an annual premium of £87.60)
- 2 x salary cover - Premium is £1.29 per £1,000 of cover (a salary of £15k equates to an annual premium of £38.70)

The above rates include the cost of providing administration, broker and legal fees up to 30th April 2015.

**We are currently in the middle of negotiating the unit rates which will apply from 1 May 2015 and will notify YMCAs participating in the scheme once these have been agreed by the Trustee.**

Any employer wishing to participate in the Scheme should contact [Isabel Kaye](#).

## CONTACT DETAILS

### Contact details for Isabel Kaye:

YMCA Pension & Assurance Plan  
2nd Floor  
29-35 Farringdon Road  
London EC1M 3JF

Direct line: 020 7186 9517

Email: [Isabel.kaye@england.ymca.org.uk](mailto:Isabel.kaye@england.ymca.org.uk)

### Contact details for Paul Smillie, Company Secretary YMCA Pension Plan Trustee Ltd:

The Company Secretary  
YMCA Pension Plan Trustee Ltd  
Lisieux Way  
Taunton  
Somerset TA1 2LB

Direct Line: 01823 325860

Email: [paul.smillie@england.ymca.org.uk](mailto:paul.smillie@england.ymca.org.uk)

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