

## Scheme position

Assets  
**£185.5m**

Money needed to pay benefits  
**£201.2m**

Shortfall  
**£15.7m**

Funding level  
**92%**

This update states the position of the Scheme as at 31 December 2021.

Since the last valuation (as at 31 December 2020), the shortfall has decreased. This is mainly due to the investment return on the Scheme's assets having been higher than expected, and due to contributions received from the Union.

When the value of benefits is greater than the assets held, the Union and Trustees must agree a plan to safeguard members' pensions by making sure the assets catch up.

**At the last valuation at 31 December 2020, the Union agreed to pay £3.1m pa from January 2022 to November 2026, increasing by 3% each year, to top up the assets of the Scheme.**

# The USDAW Staff Superannuation Fund

## Summary funding statement at 31 December 2021

This statement gives you an update on the estimated financial position of USDAW Staff Superannuation Fund (the Scheme).

The Scheme is a Defined Benefit scheme. This means that it gives you an income for life.

The Trustees use the assets of the Scheme to pay pensions to Scheme members, including those members who have not yet retired. The assets are held separately from the Union. Assets can only be returned to the Union if they are more than is needed to arrange for an insurance company to pay all benefits. No such payment to the Union has been made since the date of the last statement.

### Your Scheme is looked after by

#### Trustees

Jane Jones (Chair)  
Paddy Lillis  
Debra Blow  
Simon Vincent  
Neil Ashworth

Bill Snell  
Angela Walsh  
John Barstow  
Susan Donaldson

#### Scheme administrator

First Actuarial  
Trafford House, Chester Road, Manchester, M32 0RS  
✉ manchester.admin@firstactuarial.co.uk  
☎ 0161 348 7498

#### Scheme Actuary

Hilary Salt FIA  
First Actuarial LLP

#### Legal advisers

Gateley plc

#### Scheme Auditor

Cowgill Holloway LLP

#### Investment managers

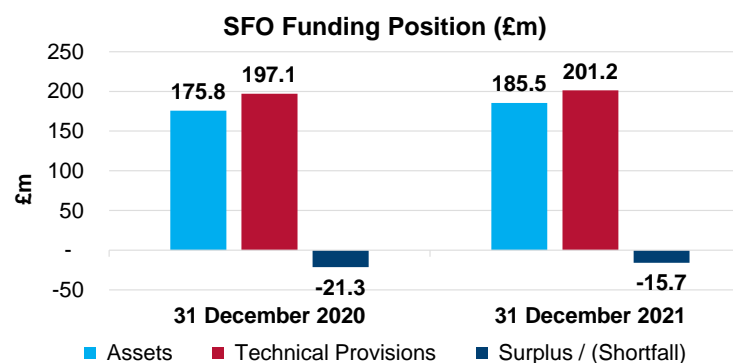
Legal & General  
Aviva Investors  
Investment Fund Services Ltd  
M&G Investments  
BMO Global Asset Management  
Partners Group  
Schroders Life  
Mobius Life

### Your Scheme's finances

Working out the value of the benefits promised to members – how much money we need to pay all the members' pensions – is not an exact science. It depends on several things, including inflation, investment returns and how long members live.

A full valuation is carried out every three years. As part of the valuation, we calculate whether the assets are worth more than the amount we think is needed to pay out the benefits. If that is not the case, then the Trustees and Union will agree what action needs to be taken.

Changes in the value of the Scheme's assets and the money needed to pay benefits since the last full actuarial valuation (as at 31 December 2020) are shown below. An accurate calculation will start at 31 December 2023. This will take up to 15 months to complete.



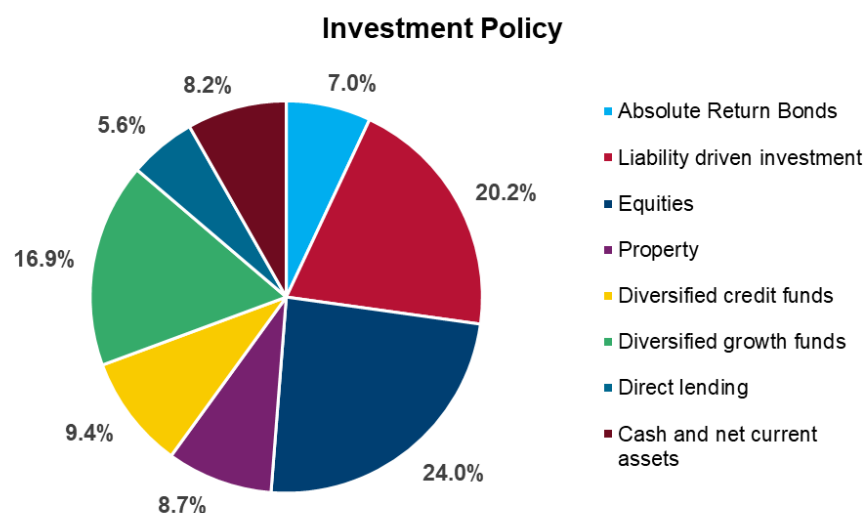
The assets of the Scheme are currently less than the amount needed to pay all benefits to members. This is not unusual for pension schemes.

# The USDAW Staff Superannuation Fund

## Summary funding statement at 31 December 2021

### The assets

The Trustees have an investment strategy in place to make the most of the Scheme's assets by holding a mix of investments in the following way:



### Winding up the Scheme – the buy-out position

If the Union wants to let go of its responsibility for the Scheme, or is unable to support the Scheme, the Scheme will be wound up. This means that the Union will have to pay a one-off contribution to the Scheme to cover the extra cost of getting an insurance company to take on the responsibility of paying all Scheme benefits. If this had happened at 31 December 2020 the contribution required from the Union would have been an estimated £147m.

The Pensions Regulator looks after work-based pension schemes and has certain powers it can use if it has concerns about a scheme. It has not used any of these powers in relation to this Scheme.

### Additional protection

If an employer becomes insolvent, the Pension Protection Fund can pay compensation to members in certain circumstances. Further details are available at [www.ppf.co.uk/our-members](http://www.ppf.co.uk/our-members).

If you are thinking of leaving the Scheme for any reason, you should consult a professional adviser, such as an independent financial adviser, before taking action.

**Attempted pension scams are on the rise. Protect yourself by staying informed. You can find lots of information here:** [www.fca.org.uk/scamsmart/how-avoid-pension-scams](http://www.fca.org.uk/scamsmart/how-avoid-pension-scams).

### Further information

You can find more information about the Scheme on the member website: <https://usdaw.firstactuarial.co.uk>.

- Statement of Funding Principles
- Statement of Investment Principles
- Recovery Plan & Schedule of Contributions
- Trustees' annual report and accounts
- Latest actuarial valuation report
- Shorter actuarial reports
- Scheme booklet

If you have yet to start receiving your pension and we have not sent you an estimate of your pension at retirement in the last 12 months, you can ask the Scheme Administrator for one.

Please help us by making sure we have your correct contact details. If your address has changed or if you need any further information or help, please write to the Scheme Administrator or give them a call.