

# **THE PILKINGTON SUPERANNUATION SCHEME**

December 2024

# Reflections

# STEPS OF PROGRESS

## CHAIR'S LETTER



Welcome to your new look edition of Reflections. I hope this finds you well. The newsletter is designed for you, and we use feedback from the administration team to understand the issues that you contact us about.

If there are items you'd like to see in the newsletter, please let us know. We are also conscious about the environmental and practical impacts of sending a paper version. Going forwards "Reflections" will be available through the Superpilk website [www.superpilk.com](http://www.superpilk.com) from mid-December. If you would prefer to continue to receive a hard copy, please let us know by emailing [pensions.administration@nsg.com](mailto:pensions.administration@nsg.com).

There is a note later in the newsletter explaining progress on GMP equalisation for those pensioners and dependent members who have not yet had their benefits converted. Unfortunately, the steps needed to allow us to get to the finalisation exercise have taken longer than we anticipated but the end is now in sight. I know it is of little consolation, but we are ahead of most schemes in the UK in completing this exercise; we are as eager as you to get this matter concluded.

## Changes to the Trustee Board

Kevin McKenna stepped down from the Board in September after 23 years as an employee-nominated Trustee Director, having been re-elected every six years. Kevin was a very engaged Trustee Director and served you well on the Board. We thank him for his valuable contribution. We will be looking to appoint both active and pensioner-nominated Trustee Directors during 2025 and I'd encourage you to consider whether this is something you would like to do. Please see the later article

and feel free to get in touch with Joanne Miller, the Scheme Secretary, if you would like to find out more. I may be biased, but I find pensions a fascinating area, and you can gain a lot from the time you give to being a Trustee.

## Funding

We are close to finalising the outcome of the 2023 actuarial valuation of the Scheme. The funding position shown within this newsletter is based on the old valuation basis rolled-forward. We expect a small improvement once the new valuation assumptions are reflected. We have taken time during this valuation to consider the future direction of the Scheme, considering the balance between the security of members’ benefits and the opportunity for additional pension increases. We have not yet reached a position where a non-statutory increase is considered affordable, but the prospect looks increasingly positive.

For those of you interested in the sustainable direction of our investments, we published our second TCFD (Task force for Climate-related Financial Disclosures) report in June covering the year to 31 December 2023. You may remember that due to improvements in data quality the interim carbon reduction target was met in year 1. We have therefore reset the baseline figures to avoid exaggerated progress resulting from data quality rather than specific action taken. The TCFD report is available within the Key Documents on the Superpilk website.

## The Outlook

There is an expectation of change with the new Labour government, and it seems that pensions may remain an area of focus. There was much speculation of potential changes ahead of the October budget although the majority of these did not materialise. We will continue to monitor proposed legislative changes and the potential impacts for our members and the operation of the Scheme.

I send you my best wishes for a peaceful and healthy 2025.

MEMBERSHIP NUMBERS	
31 December 2023	31 December 2022
Active Members	
391	423
Deferred	
2,025	2,132
Pensioners/Dependants	
8,497	8,723
10,913	11,278
TOTAL	

# Progress

## on GMP Equalisation

We understand the frustration of our members who have not yet had their “GMP” benefits converted, and we do appreciate your patience. We now have a calculation slot scheduled and expect final payments to be made by March 2025. Interest will be applied on any backpayments up to the date of settlement.

We want to get any amounts due to you as soon as possible but there is a process to go through. It is certainly **not** our intention to deliberately delay these. Should a member pass away before the exercise is completed, amounts due will still be payable to their estate.

We will complete the exercise for all outstanding pensioner and dependent members together. As of November 2024, we have implemented an “at retirement” process so no new pensioners will be created with GMP elements in their pension. It was necessary to implement this first, to eliminate ongoing conversion issues.

Some data required for this exercise presented a challenge as it pre-dated current systems and was not otherwise required to pay the original pension due. The team have worked diligently to source information from original paper records to support this exercise.

You do not need to do anything. Those affected will receive a statement in the new year explaining if and how your benefits will be changed on conversion, and any adjustment or payment will be made automatically. Remember, your pension will not reduce.

We must also reiterate that you have been paid the correct pension due to you. This exercise compares what you would have received had you been the opposite sex – we will pay the expected better of the two. Differences arose because we were legally required to pay GMP elements from age 60 for women and 65 for men. The size of the difference is affected by the timing of individual member choices and circumstances but in most cases the difference is small.

## Tax on Interest

If you received a GMP arrears payment in the tax year to 5 April 2024, it included interest income.

The interest element was not taxable at source (i.e. the Scheme was not to deduct tax).

If the total interest income you received, including from other sources, was higher than your personal savings allowance in the tax year 2023/24, you are responsible for reporting this to HMRC and paying any resulting tax due.

Income Tax band	Personal Savings Allowance
Basic rate	£1,000
Higher rate	£500
Additional rate	£0

We sent letters to members where the interest on their arrears was more than £250.

If you have interest income from other sources that was close to, or exceeded the annual allowance, but you did not receive a letter, you may contact the administrators to confirm the level of interest on your arrears payment. Please remember that if you have not received a letter, any interest was less than £250.

# THE TRUSTEE BOARD

The Pilkington Superannuation Scheme is operated and managed on behalf of the membership by a Corporate Trustee – PILKINGTON BROTHERS SUPERANNUATION TRUSTEE LIMITED. This company is represented by its Board of Directors which comprises up to 12 Directors. There are currently 11 Directors and one vacancy.

As at 1 October 2024 the Directors of the Trustee were:-

Mrs R. Tranter – BESTrustees (Chair)

Mr. M. Arnold *Greengate* (E/ee)

Mr. S.J. Beesley\* (E/ee P)

Mr. B. Bonney\* (E/ee P)

Mr. D. Corf\* (E/ee P)

Mr. S.M. Gange\*

Mr. R.P. Hemingway\*

Mr. J. McKenna\*

Mr. R. Meredith

Mr. K. Whittaker, *Redditch* (E/ee)

Mr. P.D. Wilkinson

**Secretary:**

Mrs J. Miller

Pilkington Brothers Superannuation Trustee Limited,  
Group Pensions Department,  
NSG European Technical Centre,  
Hall Lane, Lathom, Nr. Ormskirk,  
Lancashire L40 5UF  
Tel. (01744) 28882

‘E/ee’ denotes the Director is directly elected for a fixed term by the PSS members (where the abbreviation is ‘E/ee P’ by the pensioners)

\* denotes the Director is in receipt of a PSS pension.

# ADVISERS

The Board of the Trustee has appointed the following advisers to support its work in administering and managing the PSS:-

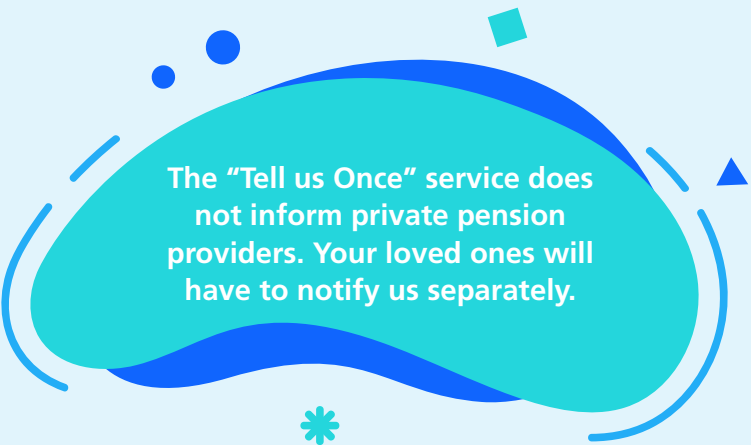
<b>Scheme Actuary:</b>	Jane Curtis (FIA) of Aon Solutions UK Limited
<b>Investment Consultant:</b>	Towers Watson plc
<b>Auditor:</b>	PricewaterhouseCoopers LLP
<b>Lawyer:</b>	Hogan Lovells International LLP
<b>Banker:</b>	National Westminster Bank plc
<b>Financial Adviser:</b>	Cardano Solutions Limited
<b>Investment Managers:</b>	Legal & General Assurance (Pensions Management) Limited
	Legal & General Assurance Society Limited
	Insight Investment Management (Global) Limited
	Alpha Real Capital LLP
	AXA Investment Managers UK Limited
	Aviva Investors Global Services Limited
	Pension Insurance Corporation plc
<b>Custodian:</b>	The Northern Trust Company
<b>Medical Adviser:</b>	Dr. D.B. Shackleton
<b>Administration:</b>	Group Pensions Department Pilkington Group Limited

# Did you know

## FISCAL SQUEEZE

You pay more tax on your pension when the personal allowance and tax thresholds are not increased by governments.

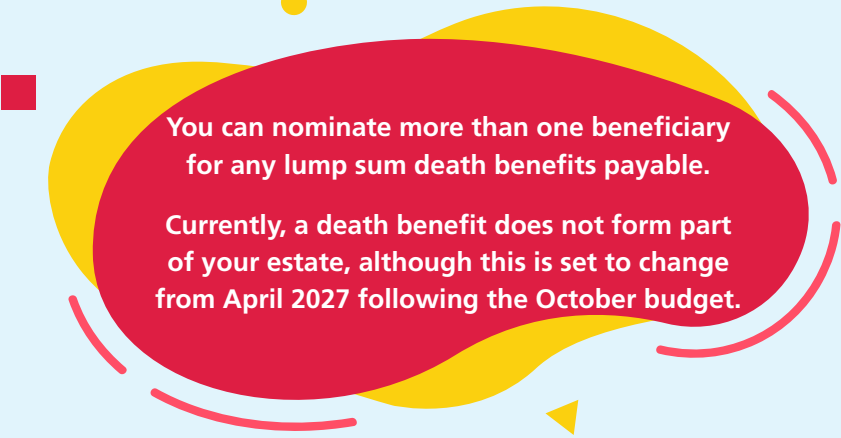
The legal minimum retirement age is increasing to 57 from April 2028



The “Tell us Once” service does not inform private pension providers. Your loved ones will have to notify us separately.



**You can take your  
PSS pension unreduced from  
AGE 63**



**You can nominate more than one beneficiary  
for any lump sum death benefits payable.**

**Currently, a death benefit does not form part  
of your estate, although this is set to change  
from April 2027 following the October budget.**

# Could you be the next Trustee?

We aim for a Board with a broad range of life experiences, expertise and skills.

You don't have to know all about pensions when you start. You soon will.

Some of the best attributes you can have are a desire to learn and to be involved.

Being a Trustee focusses on the governance of the Scheme; investing and safeguarding the assets, and acting in accordance with the Trust Deed and Rules and the law to ensure all members receive the benefits they are entitled to, now and in the future.

We will have vacancies for active and pensioner members to become Trustee Directors in 2025.

We'll send out letters inviting applications in the Spring. Please look out for these and get in touch if you'd like to put yourself forward.

We look forward to having you on the Board.

If you'd like to find out more about being a pension trustee, the Trustee Toolkit is available via <https://trusteetoolkit.thepensionsregulator.gov.uk>. Anyone can sign up; You don't have to be an existing Trustee. If you do join us, you will have to complete the training modules in the Toolkit within the first six months of becoming a Trustee.



# Funding Levels

FUNDING LEVELS	£	Funding Level
Funding Surplus Value at 31 December 2022	83,000,000	107%
<b>CASH MOVEMENTS IN/(OUT)</b>		
Contributions from employer (including via salary sacrifice)	3,047,000	Members
Contributions from employees	45,000	
Pensions Paid	(75,589,000)	
Lump Sums at Retirement	(4,924,000)	
Death Benefits	(779,000)	
Transfers Out	(3,104,000)	Investments
Investment Income	39,407,000	
Investment Management expenses	(689,000)	
<b>NON-CASH MOVEMENTS</b>		
Change in Market Value of Investments	10,583,000	
Change in Value of Liabilities	31,000,000	
Funding Surplus Value at 31 December 2023	82,000,000	107%

Based on Assets valued at £1,225,466,000

# KEEP IN TOUCH

## KEY CONTACTS

email: [pensions.administration@nsg.com](mailto:pensions.administration@nsg.com)

Contact numbers: 01744 692959, 01744 692962, 01744 692967, 01744 692003, 01744 692596.

Postal address:

Pilkington Group Pensions Department,  
NSG Technical Centre, Hall Lane,  
Lathom, Nr Ormskirk, L40 5UF

Correspondence to the Secretary should be addressed to Mrs Joanne Miller at the addresses above.

*Please remember to tell us if you change address or if you wish to change beneficiaries. The relevant forms can be found on the [superpilk](http://superpilk.com) website.*

## Other Contacts:

You can find information about the Scheme on our website [www.superpilk.com](http://www.superpilk.com)

We are unable to resolve tax queries. We use the tax codes provided by HMRC. If you have queries, please contact **HMRC** on **0300 200 3300**.

The **Pilkington Family Trust** is an independent Trust established to support retired Pilkington employees with a minimum of 10 years' service who demonstrate a need for assistance. [www.pilkingtonfamilytrust.com](http://www.pilkingtonfamilytrust.com).

Tel: 01744 742 516. Email: [enquiries@pilkingtonfamilytrust.com](mailto:enquiries@pilkingtonfamilytrust.com)

The information provided in this newsletter has been summarised and simplified. Where differences exist between this newsletter and the Scheme's Trust Deed and Rules or the relevant law, the Trust Deed, Rules or law (as appropriate) shall prevail.