

# PUZZLED BY PENSIONS?

## UNITED BISCUITS PENSION PLAN (UBPP) AND JACOB'S BAKERY RETIREMENT SCHEME (JBRS) ARE CLOSING ON 30 JUNE 2021

Pensions

### 1. What is happening to my UBPP/JBRS Pension?

Following a pension consultation in 2021, Pladis has announced it will close the two Defined Benefit (DB) pension schemes from 30 June 2021.



### 4. Is my pension safe?

Yes. Even though the two schemes are closing, Pladis must continue to pay into both arrangements to eliminate the current shortfalls and to ensure there is enough money to pay members' benefits as they fall due. If Pladis was to cease trading the Pension Protection Fund (PPF) would step in. The PPF acts like a kind of insurance scheme for DB pensions.

### 2. Can I continue to contribute?

No. You will however, be automatically enrolled into the Pladis Defined Contribution (DC) stakeholder plan from 1 July 2021 (for more information please refer to Usdaw's separate Defined Contribution (DC) Factsheet).



### 5. What happens if I die before I retire?

Your beneficiaries will receive a lump sum of 4 x your contractual pay whilst you continue to be employed by the Company. A spouse's pension is also payable but will not be as generous as when the scheme was open. Additional benefits will also be available if you join the Pladis DC Stakeholder Plan.

### 3. What has happened to my Defined Benefit Pension?

The pension you have built up is protected until the date of closure. You will receive a 'Closing Statement' shortly after this date. Going forward your pension will continue to receive annual increases broadly in line with inflation until you decide to retire.





## 6. Can I take early retirement?

Yes. You can apply to take early retirement from age 55 onwards, but remember, your pension will be reduced to take into account that your pension will need to be paid for longer. If you are a UBPP member and qualify for the "Rule of 85", as long as you remain employed and have not accessed your benefits, your employment will continue to be taken into account in determining whether you meet the service criteria for this rule.



## 7. Can I still claim an ill health pension when the scheme closes?

Yes. If you meet the eligibility criteria, you can still apply, however, the terms of the ill health pension will change following scheme closure and your pension will not be as generous in the future.



## 8. Is there an alternative pension scheme available?

Yes. The Unions have agreed that Pladis will automatically enroll you into the highest contribution tier within the existing Stakeholder Plan administered by Aviva. You will pay 6% in return for a 9% contribution from Pladis. (Please refer to Usdaw's separate Defined Contribution (DC) Factsheet).

## 9. What else has been negotiated by the Unions?

If you join the Stakeholder Plan, the Unions have negotiated a one off transitional payment of £400 to be paid in to your new pension pot. You must still be employed by January 2022 to qualify.

If your stakeholder pension pot is valued at under £25,000 at retirement, Pladis has agreed that you can transfer this back in to the relevant DB scheme, so that you can offset this money against your tax free lump sum - which will in turn help you get a bigger pension income.

## 10. How can I find out more about the changes?

For more information about your DB benefits please contact the following:

- For members of the UBPP, contact Aon at [ubpensionplan@aon.com](mailto:ubpensionplan@aon.com) Tel: 0345 6015316
- For members of the JBRS, contact Mercer at [jacobsbakery@mercer.com](mailto:jacobsbakery@mercer.com) Tel: 0345 0744064

Usdaw members can also contact their local Usdaw reps or the Union's Pensions Section.

Call us on 0161 224 2804 or email [pensions@usdaw.org.uk](mailto:pensions@usdaw.org.uk)

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