

National Federation of Voluntary Service Providers'  
Pension and Life Assurance Scheme

Trustee Annual Report and Financial Statements  
For the Year Ended 31 December 2019

NATIONAL FEDERATION OF VOLUNTARY SERVICE PROVIDERS' PENSION  
AND LIFE ASSURANCE SCHEME

TRUSTEE ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019

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**TRUSTEE, SCHEME ADVISORS AND OTHER INFORMATION**

<b>Scheme Name</b>	National Federation of Voluntary Service Providers' Pension and Life Assurance Scheme
<b>PB Number</b>	PB 67866
<b>Name of Trustees during Scheme Year</b>	John McHugo (Chairman) Pauline Brennan (Appointed 01/08/2019) Francis Coughlan Anthony Darmody (retired 14/02/2019) General Investment Trust DAC (retired 27/01/2020) Deirdre Herlihy John O'Dea (retired 22/06/2020) Brian O'Donnell (retired 01/08/2019) Bernard O'Regan (retired 01/08/2019)
<b>Directors of General Investment Trust DAC</b>	Joyce Brennan (appointed 06/01/2020) Marie Collins Pat Ryan James Skehan (resigned 31/12/2019)
<b>Name of Trustees at Date of this Report</b>	John McHugo (Chairman) Pauline Brennan (appointed 01/08/2019) Francis Coughlan Deirdre Herlihy James Skehan (appointed 27/01/2020)
<b>Independent Auditor</b>	Michael O'Hanlon & Co Certified Public Accountants and Statutory Auditors 41 Abbey Street Loughrea Co. Galway
<b>Registered Administrator</b>	New Ireland Assurance Company plc 5-9 South Frederick Street Dublin 2
<b>Administrator Appointees:</b>	
<b>Investment Managers</b>	State Street Global Advisors Ireland Limited 78 Sir John Rogerson's Quay, Dublin 2 Country of registration: Republic of Ireland  Newton Investment Management Limited BNY Mellon Global Funds plc One Dockland Central, Guild Street, Dublin 1 Country of registration: Republic of Ireland  Legal & General Investment Management Ltd One Coleman Street, London Country of registration: England & Wales
<b>Custodian</b>	Northern Trust Fiduciary Services Ireland Ltd Georges Court 54-62 Townsend Street Dublin 2

Queries in relation to Scheme benefits or other related matters should be addressed, in the first instance to:

Ms. Maria McMahon  
Pension Scheme Manager  
National Federation of Voluntary Service Providers' Pension & Life Assurance Scheme  
Oranmore Business Park, Oranmore, Co. Galway, Ireland.

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**TRUSTEE REPORT**

**Introduction**

The Trustees are pleased to present the Annual Report for the year ended 31 December 2019. This Report is issued under the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 - 2013 S.I. No. 301 of 2006.

National Federation of Voluntary Service Providers' Pension and Life Assurance Scheme ("The Scheme") is established under a trust and is governed by the Trust Deed and Rules. The Scheme is a defined contribution Scheme for the purposes of the Pensions Act 1990 (as amended) and is registered with the Pensions Authority, as required by Section 60 of the Pensions Act. The registration number is PB 67866.

There have been changes in the basic information relating to the Scheme during the above Scheme year as a result of changes to the Trustees.

**General Information**

The members of the Scheme have the right to select or approve the selection of trustees to the Scheme where the Scheme is established under trust and has at least fifty members who qualify to vote. This is set out in the Occupational Pension Schemes (Member Participation in the Selection of Persons for Appointment as Trustees) (No. 3) Regulations, 1996, (S.I. No. 376 of 1996).

The Trustees, Trustee Directors and administrator of the Scheme, through New Ireland Assurance Company plc, have access to:-

- The Trustee Handbook produced by the Pensions Authority;
- The Guidance Notes issued by the Pensions Authority from time to time, in accordance with Section 10 of the Pensions Act 1990 (as amended).

The Trustees have received trustee training as required by s59AA of the Pensions Act 1990 (as amended).

Trustee training costs have been paid out of the resources of the Scheme during the period covered by the Report.



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### Statement of Risks

The risks associated with this defined contribution Scheme include the fact that the benefits are dependent on the level of contributions paid, the investment returns achieved, the charges associated with the Scheme and the cost of buying annuities (pensions) at the time of retirement.

### Contributions

- The level of pension contributions agreed may not continue to be paid to the Scheme or could prove to be insufficient to provide the member's required level of retirement income.

Factors that mitigate this risk for the Trustees and members are:

- The Trustee Annual Report includes a breakdown of the contributions actually paid during the Scheme year which enables the Trustees to reconcile the contributions due against those paid during the Scheme year.
- To assist members in planning for retirement a member benefit statement is issued which provides information on the contributions received and invested, the current value and projected benefits at retirement.
- Benefits at retirement may be supplemented through the payment of additional voluntary contributions (AVCs) by members while still in employment.
- The employer is required to remit contributions due to the Scheme within 21 days of the end of the month following the deduction (due date). Failure to remit may result in the Trustees or registered administrator making a report to the Pensions Authority.

### Investment Risks

The Trustees' objective is to make available to members of the Scheme an appropriate range of investment options which will be suitable for the funding of retirement benefits and on retirement will provide an amount with which the member can purchase an annuity or other type of retirement product. The Statement of Investment Policy Principles outlines the investment objectives and strategy for the assets of the Scheme.

Members are able to choose their own investments from the range of funds offered by the Trustees and therefore may face a different profile of risks from their individual choices compared with the Scheme as a whole.

Investment risks include the risks that:

- The value of the investments may go down as well as up.
- Net investment growth may be lower than expected due to poor performance of the investment markets and as a result the fund available at retirement to provide members with benefits may be lower than estimated.
- Changes in currency exchange rates may affect investment returns.
- Investment returns may be lower than inflation resulting in reduced purchasing power at retirement for members.
- The Scheme investments are subject to indirect foreign exchange, interest rate and other price risks arising from the underlying financial instruments held in the funds managed by the investment managers.

Factors that mitigate these risks for the Trustees and members are:

- The Trustees will determine their investment strategy after taking advice from a professional investment adviser.
- The Trustees will receive annually an investment manager report. Through reviewing this, the Trustees will be made aware of the composition and investment performance of the funds in which they invest.

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- Where members are provided with member investment choice and the option to select from a range of funds a member can and should request information on these funds from the Trustees before making an investment decision.
- A copy of the Trustee Annual Report (including investment manager report) will be made available to members and, in addition, each member will be provided with a member benefit statement. Through reviewing this documentation members will be made aware of the composition and investment performance of the funds in which they invest.

#### **Credit Risk**

The Scheme assets are subject to direct credit risk in relation to New Ireland Assurance Company plc through its holding in unit linked insurance funds provided by New Ireland Assurance Company plc.

The Scheme assets are subject to indirect credit and market risk arising from the underlying investments held in the investment funds.

Member level risk exposures will be dependent on the funds invested in by members.

Factors that mitigate this risk for the Trustees and members are:

- Direct credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the investment manager, the regulatory environments in which the pooled managers operate and diversification of investments amongst a number of pooled arrangements.
- The Trustees have invested the pension contributions in a unit linked policy with New Ireland Assurance Company plc. New Ireland Assurance Company plc is regulated by the Central Bank of Ireland and is a member of Bank of Ireland Group.

#### **Annuities**

- Annuity rates are determined by a number of factors including the yield on long dated government bonds and projected life expectancy, as a result, annuity rates at the date of retirement may be lower than expected and the retirement income may be lower than anticipated.

Factors that mitigate this risk for the Trustees and members are:

- The rules of the Scheme allow for an "open market option" this means that the Trustees (on behalf of the member) has a choice of using any insurance company operating in the market, regardless of where the pension fund was invested.
- As an alternative to annuity purchase members have additional retirement options including the option to invest in an approved (minimum) retirement fund (A(M)RF).
- Where available, the Trustees or members may consider investing their pension contributions in an investment fund that is designed to match the cost of buying an annuity at retirement.

In addition, the following risks have been identified:

#### **Taxation and other Legislative Changes**

The Scheme and the benefits payable under it are based on current legislation, including current taxation legislation. Any changes in legislation may affect the level or type of benefits a member may receive and how benefits are taxed.



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### Administration

The accuracy of the information contained in the Scheme documentation, Trustee Annual Report and member benefit statements, is dependent on the quality of the member data provided to the registered administrator and the administration service provided by the registered administrator.

The Trustees have appointed New Ireland Assurance Company plc as the registered administrator for the Scheme. The Trustees have in place procedures to monitor the administration of the Scheme.

The Trustees are satisfied that they are taking all reasonable steps including the use of professional advisers and administrators to reduce the effect of the risks associated with the Scheme. However, it is not possible to guard against every eventuality and it is necessary to take some investment risk and other risks in order to manage the affordability of the Scheme benefits and the capacity of the employer to meet this commitment.

In closing, the Trustees have invested the pension contributions in a policy of assurance with New Ireland Assurance Company plc which is held separate from the assets of the employer. Should the employer cease to trade or cease contributing to the Scheme then the pension monies will be available to members in accordance with the pension Scheme rules. The policy of assurance is issued by New Ireland Assurance Company plc, one of the leading life assurance and pensions companies in Ireland.

This Report has been prepared by New Ireland Assurance Company plc for, and on behalf of, the Trustees of the Scheme.

### Contribution Details

The following table sets out the contributions received by the Scheme from 1 January 2019 to 31 December 2019.

	Employer's Contributions (€)	Members' Normal Contributions (€)	Additional Voluntary Contributions (€)	Total (€)
Regular Contributions	9,429,199	6,705,524	896,600	17,031,323
Single Contributions	804,503	6,973	99,661	911,137
Transfer Values	148,351	183,864	11,026	343,241
<b>Total</b>	<b>10,382,053</b>	<b>6,896,361</b>	<b>1,007,287</b>	<b>18,285,701</b>

### Payment of Contributions Due

Based on the information available to New Ireland Assurance Company plc, the contributions due to be paid were received and invested by the Trustees within 30 days of the end of the Scheme year and in accordance with the Scheme rules apart from the late payments as noted in Note 18.

The Trustees confirm that they have appropriate procedures in place to ensure that:

- Contributions payable during the Scheme year have been received by the Trustees on time in accordance with Section 58A of the Pensions Act 1990 (as amended), and
- Contributions payable have been paid in accordance with the rules of the Scheme.

### Investment Details

The Scheme is invested in a policy of assurance with New Ireland Assurance Company plc. Apart from the normal fund management charges, as provided for under the policy, there are no investment manager costs borne by the Scheme. The Investment Managers for the policy are set out in the Trustee and Advisors section of the Report on page 2.

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### Member Details

The following table sets out the number of members in the Scheme:

<b>Movements</b>	<b>Active Members</b>	<b>Deferred Members</b>	<b>Death-In-Service Only Members</b>	<b>Persons in Receipt of Benefits</b>
Start of Scheme Year	3693	1187	0	0
*Adjustments	(14)	14	0	0
New Members During Year	708	226	0	0
Leavers During Year	(321)	(71)	0	0
End of Scheme Year	4066	1356	0	0

\* Backdated changes to membership since completion of last year's Trustee Annual Report

### Pensions / Pension Increases

Annuities are bought from insurance companies at the time pensions come into payment. Members can choose the type of annuity to purchase from an appropriate selection made available to them.

As this is a defined contribution Scheme, retiring members have the option to secure whatever level of pension increases they require when purchasing an annuity on retirement with the value of their retirement account. The levels of increases are subject to the limits imposed by the Revenue Commissioners and the approval of the Trustees.

There were no increases made to pensions in payment or benefits payable following termination of a member's service in relevant employment.

There are no pensions or pension increases being paid by or at the request of the Trustees for which the Scheme would have a liability should it wind up.

There were no members whose benefits have been secured by purchase of annuities.

### Trustees' Review of the Financial Development of the Scheme with Reference to the Audited Accounts

The value of the Scheme's net assets increased from €194,226,618 at the start of the Scheme year to €234,212,033 at the end of the Scheme year. This increase was accounted for by benefits paid into the Scheme exceeding contributions paid out of the Scheme, amounting to a net addition of €8,032,467, aggregated with the net increase on the Scheme's investments of €31,952,948.

The above details have been taken from the Scheme accounts which form part of the Report.

### Internal Dispute Resolution Procedure

If any member feels they have suffered financial loss as a result of maladministration of the Scheme they may make a complaint in writing to the Trustees of the Scheme. The Trustees will review the complaint and make a decision on the matter. If the member is unhappy with the Trustees' decision the member may make an appeal to the Financial Services and Pensions Ombudsman (FSPO). Further information on the Internal Dispute Resolution Procedure is available from the Trustees.



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**Valuation Report**

Under Section 56(2A) of the Pensions Act 1990 (as amended), the Trustees of the Scheme has caused this valuation report to be prepared setting out the liabilities of the Scheme as at the last day of the Scheme year. The benefits provided by the Scheme are secured by a policy of assurance and the Scheme is only liable for the benefits provided by that policy.

As at 31 December 2019 the Scheme's liabilities amounted to €232,411,823 which was the current value of the policy of assurance assuming the Scheme wound-up as at that date. This value is not guaranteed and will go up and down with investment returns.


The current and future liabilities of the Scheme can be summarised as follows:-

	Designated to Members (€)	Not Designated to Members (€)	Total (€)
Current Liabilities	0	0	0
Future Liabilities	232,411,823	0	232,411,823

Current liabilities are liabilities that have been identified as payable at the year-end date. Future liabilities are all liabilities that become payable after the year end date and represent the value of the assets of the Scheme at the year-end date.

Signed by and on behalf of the Trustees:

Trustee:  Date: 23/7/2020

Trustee:  Date: 23/7/2020

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

Irish pension legislation requires the Trustees to prepare and make available the annual report of the Scheme for each Scheme year, including audited accounts. The financial statements are required to:

- give a true and fair view of the financial transactions during the Scheme year and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at the end of the Scheme year, and
- contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations 2006, including a statement whether the accounts have been prepared in accordance with the Statement of Recommended Practice – "The Financial Reports of Pension Schemes" ("SORP"), subject to any material departures disclosed and explained in the accounts.


Accordingly, the Trustees must ensure that in the preparation of the Scheme accounts:

- suitable accounting policies are selected and then applied consistently;
- reasonable and prudent judgements and estimates are made; and
- the SORP has been followed, or particulars of any material departures have been disclosed and explained.

The Trustees are responsible for ensuring that proper membership and financial records are kept and contributions are made to the Scheme in accordance with the Scheme rules and the requirements of legislation. They are also responsible for safeguarding the assets of the pension Scheme and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities including the maintenance of appropriate internal controls.

Signed by and on behalf of the Trustees:

Trustee:



Date:

23/7/2020

Trustee:



Date:

23/7/2020

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**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF  
NATIONAL FEDERATION OF VOLUNTARY SERVICE PROVIDERS' PENSION AND LIFE  
ASSURANCE SCHEME**

We have audited the financial statements for the year ended 31st December 2019 (that comprise the fund account, the net assets statement and the related notes on pages 12 to 21). These financial statements have been prepared under the accounting policies set out in the related notes on pages 14 to 20.

**Opinion**

In our opinion, the financial statements show a true and fair view of the financial transactions of the Scheme during the year ended 31st December 2019, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay benefits in the future, and contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 (as amended) which is applicable and material to the Scheme.

**Opinion on contributions:**

In our opinion, the contributions payable to the Scheme during the year ended 31st December 2019 have been received within 30 days of the end of the scheme year and in our opinion have been paid in accordance with the scheme rules.

**Respective responsibilities of Trustees and Auditors.**

The Trustees' responsibilities for making available an annual report, including audited financial statements prepared in accordance with applicable Irish pension law and accounting standards generally accepted in Ireland, are set out in the Statement of Trustees' responsibilities on page 9.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

We report to you our opinion as to whether the financial statements show a true and fair view of the financial transactions of the scheme during the scheme year and of the amount and disposition of its assets and liabilities, other than liabilities to pay benefits in the future, and whether the financial statements contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006. We also report to you whether in our opinion the contributions payable to the scheme during the scheme year have been received by the Trustees within 30 days of the scheme year end and, in our opinion, have been paid in accordance with the scheme rules.

We read the other information contained in the annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. The other information comprises the Trustees Report, the Investment Managers Report and the Statement of Investment Policy Principles.



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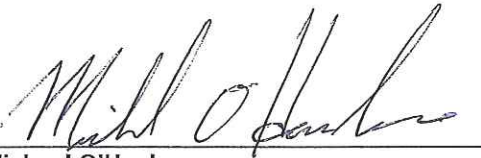
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**Basis of audit opinion**

We conducted our audit in accordance with International Standards of Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by or on behalf of the Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Scheme's circumstances, consistently applied and adequately disclosed. Our work also included examination, on a test basis, of evidence relevant to the amounts of contributions payable to the scheme and the timing of those payments.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error, and that contributions have been paid in accordance with the scheme rules and received within 30 days of the scheme year end. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.



Michael O'Hanlon  
For and on behalf of  
Michael O'Hanlon & Company Limited  
T/A Michael O'Hanlon & Co  
Statutory Audit Firm  
41 Abbey Street  
Loughrea  
Co. Galway

Date: 23/7/2020

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**FUND ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2019**

		Year Ended 31/12/2019 (€)	Year Ended 31/12/2018 (€)
<b>Contributions and Benefits</b>	<b>Note</b>		
<b>Contributions</b>			
Employer Normal		9,429,199	8,655,825
Employee Normal		6,705,524	6,154,570
Employee AVCs		896,600	784,798
<b>Other Receipts</b>			
Transfers In from other Schemes		343,241	268,282
Single Premiums		911,137	124,021
<b>Total</b>		<u>18,285,701</u>	<u>15,987,496</u>
<b>Benefits and Other Payments</b>			
Refunds in Respect of Members Leaving Service	4	(175,524)	(147,709)
Individual Transfers to Other Schemes		(1,337,415)	(1,219,708)
Retirement Claims	5	(6,815,851)	(5,565,697)
Death Claims (Pension Fund Only)		(383,583)	(96,327)
Death in Service Premium		(623,556)	(577,356)
Fees & Expenses	6	(169,379)	(155,644)
Single Premium Investment		(747,926)	-
<b>Total</b>		<u>(10,253,234)</u>	<u>(7,762,441)</u>
 Net Additions from dealing with Members		 8,032,467	 8,225,055
<b>Charges and Returns on Investments</b>			
<b>Fund Managers Fees</b>	7 & 13	(1,115,676)	(1,077,182)
Change in Market Value of Investments	7	33,068,624	(9,681,965)
<b>Net Returns on Investments</b>		<u>31,952,948</u>	<u>(10,759,147)</u>
 <b>Net Increase/(Decrease) in Fund during Year</b>		 39,985,415	 (2,534,092)
<b>Net Assets of Scheme at Start of Year</b>		<u>194,226,618</u>	<u>196,760,710</u>
<b>Net Assets of Scheme at End of Year</b>		<u>234,212,033</u>	<u>194,226,618</u>

There are no recognised gains or losses other than those dealt with in the fund account.

Signed by and on behalf of the Trustees:

Trustee:  Date: 23/1/2020

Trustee:  Date: 23/1/2020

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**STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS AS AT 31<sup>ST</sup> DECEMBER 2019**

	Notes	2019 €	2018 €
<b><u>POOLED INVESTMENT VEHICLES</u></b>	<b>8</b>	231,952,220	192,038,108
<b><u>NIA Death Holding (Cash)</u></b>	<b>8</b>	459,603	89,215
		<u>232,411,823</u>	<u>192,127,323</u>
<b><u>CURRENT ASSETS</u></b>			
Bank Account		871,708	1,094,205
Debtors	<b>10</b>	1,245,983	1,120,883
		<u>2,117,691</u>	<u>2,215,088</u>
<b><u>CURRENT LIABILITIES</u></b>			
Creditors	<b>11</b>	317,481	115,793
		<u>317,481</u>	<u>115,793</u>
<b><u>NET CURRENT ASSETS</u></b>		<u>1,800,210</u>	<u>2,099,295</u>
<b><u>NET ASSETS AVAILABLE FOR BENEFITS</u></b>		234,212,033	194,226,618

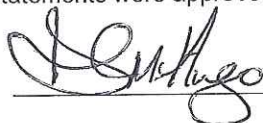
**Footnotes to the Accounts:**

The accounts summarise the transactions of the Scheme and deal with the net assets, at the disposal of the Trustees. They do not take account of the obligations to pay pensions and the other benefits, which fall due after the end of the Scheme year.

The notes on pages 14 to 20 form part of the financial statements.

These Financial Statements were approved by the Trustees on 15/7/2020 and signed on their behalf by:

Trustee:



Date:

23/7/2020

Trustee:



Date:

23/7/2020



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**NOTES TO FINANCIAL STATEMENTS**

**1. Basis of Preparation**

The financial statements have been prepared in accordance with S.I. No. 301/2006 of the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 (as amended), the guidance set out in the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised November 2014) (the "SORP") and Financial Reporting Standard 102 - the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS102").

The financial statements summarise the transactions and net assets of the Scheme, but do not take account of any liabilities to pay pensions and other benefits which fall due after the end of the year.

**2. Accounting Policies**

- (a) **Investment Income/(Expense):** Investment income/(expense) is accounted for as it accrues.
- (b) **Accounting Convention:** The financial statements have been prepared on a historical cost basis, with the exception of investments which are stated at fair value.
- (c) **Contributions:** Contributions are accounted for in the year in which they are received.
- (d) **Transfers from other Schemes:** Transfer values represent the amounts received during the year for members who have joined the Scheme.
- (e) **Payments to Members:** Benefits are accounted for in the period in which the member notifies the Trustees of his decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving.

**3. Investments and Investment Income**

All investments are in unitised funds. The fair value of unitised investments is the bid price of units at the year end. Income earned on investments in unit linked funds is not distributed but is accumulated with the capital of the funds.

<b>4. Refunds in respect of members leaving</b>	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Refund employee	79,327	65,691
Refund employer	96,197	82,018
	<u>175,524</u>	<u>147,709</u>
	=====	=====
 <b>5. Retirement claims</b>	 <b>2019</b>	 <b>2018</b>
	<b>€</b>	<b>€</b>
AMRF	1,117,284	872,401
Annuity	1,403,387	1,234,523
ARF	1,039,078	931,265
Taxable Cash	150,772	87,900
Tax Free Lump Sum	2,808,953	2,359,650
Trivial	296,377	79,958
	<u>6,815,851</u>	<u>5,565,697</u>
	=====	=====

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6. Fees and Expenses	2019 €	2018 €
Travel expenses	2,647	3,108
Trustees liability cover	5,644	5,644
Subscriptions	1,495	1,495
Audit fee	19,557	18,327
Pension Authority Levy	14,356	13,416
Trustees training	1,000	-
Professional fees	-	13,222
Professional Trustees fees	24,600	-
Bank fees	80	-
Sundry	-	432
Administration fees:		
National Federation of Voluntary Service Providers <sup>1</sup>	100,000	100,000
	<u>169,379</u> =====	<u>155,644</u> =====

The above fees & expenses are borne by the employer contribution rate

**7. Change in Market Value of Investments**

	31/12/2019 (€)	31/12/2018 (€)
Market Value at Start of Scheme Year	192,127,323	195,001,394
Purchases	17,043,926	14,914,517
Sales	(8,712,373)	(7,029,441)
Fund Manager fees	(1,115,676)	(1,077,182)
Change in Market Value	33,068,624	(9,681,965)
Market Value at End of Scheme Year	232,411,823	192,127,323

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held during the year.

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The Scheme assets are currently invested across the following funds:

Investment Fund	Total Value (€)	% of Net Assets
<b>Investments greater than 5% of the Net Assets of the Scheme:</b>		
Passive IRIS 2035+	117,803,838	50.70
<b>Investments less than 5% of the Net Assets of the Scheme:</b>		
Passive IRIS 2031	10,015,466	4.31
Passive IRIS 2029	9,211,916	3.96
Passive IRIS 2034	8,244,399	3.55
Passive IRIS 2028	7,949,797	3.42
Passive IRIS 2033	7,932,799	3.41
Passive IRIS 2027	7,725,253	3.32
Passive IRIS 2026	7,601,880	3.27
Passive IRIS 2025	7,300,714	3.14
Passive IRIS 2030	7,210,000	3.10
Passive IRIS 2024	7,035,797	3.03
Passive IRIS 2032	6,514,981	2.80
Passive IRIS 2022	5,798,134	2.49
Passive IRIS 2023	5,549,068	2.39
Pension Cash Fund	4,820,003	2.07
Passive IRIS 2021	3,506,830	1.51
Passive IRIS 2020	3,116,555	1.34
Pension Elements Fund	1,469,897	0.63
Passive IRIS 2019	510,042	0.22
NIA Death Holding Fund	459,603	0.20
Ethical Managed Fund	426,168	0.18
Pension Managed Fund	420,566	0.18
Indexed Eurozone Long Bond Fund	375,328	0.16
Passive IRIS Annuity 2022	180,660	0.08
Passive IRIS Lump Sum 2020	179,440	0.08
BNYM Global Real Return Fund	171,580	0.07
Passive IRIS 2018	162,804	0.07
Passive IRIS Annuity 2020	172,801	0.07
Passive IRIS Annuity 2024	83,064	0.04
Passive IRIS Lump Sum 2019	82,597	0.04
Passive IRIS Lump Sum 2022	87,429	0.04
Passive IRIS 2014	61,063	0.03
Passive IRIS 2013	49,499	0.02
Passive IRIS Annuity 2021	36,746	0.02
Passive IRIS Lump Sum 2024	55,376	0.02
Passive IRIS 2015	27,844	0.01
Passive IRIS 2016	14,547	0.01
Passive IRIS 2017	14,503	0.01
Passive IRIS Lump Sum 2023	21,551	0.01
IRIS Retirement Funds 2035+	6,723	0.00
Passive IRIS Lump Sum 2027	4,438	0.00
Pension Passive Multi-Asset Fund	124	0.00
<b>Total Investments</b>	<b>232,411,823</b>	<b>100.00</b>
<b>Total Net Assets</b>	<b>232,411,823</b>	<b>100.00</b>

The above investments are pooled investment vehicles which have multiple underlying assets none of which exceeds 5% of the net assets of the Scheme.



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## 8. Fair Value Hierarchy

The fair value of investments has been determined using the following hierarchy:

Level 1: The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data) for the asset or liability, either directly or indirectly.

Level 3: Inputs are unobservable (i.e. for which market data is unavailable) for the asset or liability.

The Scheme's investment assets and liabilities have been included at fair value within these categories as follows:

Category of Investment Assets	Level 1 (€)	Level 2 (€)	Level 3 (€)	Total as at 31/12/2019 (€)
Pooled Investment Vehicles	0	231,952,220	0	231,952,220
NIA Death Holding Fund (Cash)	459,603	0	0	459,603
<b>Total Investments</b>	<b>459,603</b>	<b>231,952,220</b>	<b>0</b>	<b>232,411,823</b>

Analysis for the prior Scheme year end is as follows;

Category of Investment Assets	Level 1 (€)	Level 2 (€)	Level 3 (€)	Total as at 31/12/2018 (€)
Pooled Investment Vehicles	0	192,038,108	0	192,038,108
NIA Death Holding Fund (Cash)	89,215	0	0	89,215
<b>Total Investments</b>	<b>89,215</b>	<b>192,038,108</b>	<b>0</b>	<b>192,127,323</b>

Funds are priced daily and the prices are based on the quoted market prices of the underlying assets. For that reason unitised funds fall into level 2.

## 9. Pooled Investment Vehicles

The split of funds by type is analysed below:

Type of Fund	Total as at 31/12/2019 (€)	Total as at 31/12/2018 (€)
Bonds	375,328	356,313
Cash	4,820,003	4,425,377
Equity	0	1,974
Multi Asset	226,756,889	187,254,444
<b>Total</b>	<b>231,952,220</b>	<b>192,038,108</b>

Pooled investment vehicles are affected by credit, currency, interest rate and other price risks as outlined in the Statement of Risks. The Investment Strategy is outlined in the Statement of Investment Policy Principles (SIPP). Both the Statement of Risks and SIPP form part of this Trustee Annual Report.

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10. Debtors	2019 €	2018 €
Employer contributions	745,120	672,298
Employee contributions	500,863	448,585
	<u>1,245,983</u> =====	<u>1,120,883</u> =====
 11. Creditors	 2019 €	 2018 €
Audit fees	18,942	18,327
Commarket premiums	103,759	97,466
Estate claim due	194,780	-
	<u>317,481</u> =====	<u>115,793</u> =====

## 12. Investment Risks

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

- Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.
- Market risk: this comprises currency risk, interest rate risk and other price risk.
  - Currency risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in foreign exchange rates.
  - Interest rate risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market interest rates.
  - Other price risk: this is the risk that the fair value or future cash flows of a financial asset will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

## Investment Strategy

Further information on the Trustees' approach to risk management, credit and market risk is set out below.

The Trustees' objective is to make available to members of the Scheme an appropriate range of investment options which will be suitable for the funding of retirement benefits and on retirement will provide an amount with which the member can purchase an annuity or other type of retirement product. The Statement of Investment Policy Principles outlines the investment objectives and strategy of the Scheme.

The investment funds offered to members include a mix of the following asset classes:

- Bonds
- Cash
- Multi Asset

The Trustees have investment management agreements in place that set out guidelines for the underlying investments held by the funds. The day to day management of the underlying investments of the funds is the responsibility of the appointed investment managers including the direct management of credit and market risks.



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The Trustees receive annually an investment manager report. Through reviewing this, the Trustees are made aware of the composition and investment performance of the funds in which they invest. The risks disclosed here relate to the Scheme's investments as a whole. Members are able to choose their own investments from the range of funds offered by the Trustees and therefore may face a different profile of risks from their individual choices compared with the Scheme as a whole.

**(a) Credit Risk**

The Scheme is subject to direct credit risk through its holdings in pooled funds provided by the appointed investment managers. Credit risk arising from pooled investment vehicles is mitigated by the underlying assets of the pooled arrangements being ring-fenced from the pooled investment managers, the regulatory environments in which the pooled investment managers operate and diversification of investments across various funds/investment managers.

The investment managers are regulated by the Central Bank of Ireland (Republic of Ireland) and Financial Conduct Authority (United Kingdom). Pooled investment arrangements used by the Scheme comprise unit linked insurance contracts with New Ireland Assurance Company plc.

The Scheme is also subject to indirect credit risk arising from the underlying investments held in the funds available to members. Member level risk exposures will be dependent on the funds invested in by members.

**(b) Currency Risk**

The Scheme is subject to indirect currency risk as some of the underlying investments of the Scheme pooled investment vehicles are held in overseas markets. Currency risk is managed through investment diversification by the investment managers within the funds.

**(c) Interest Rate Risk**

The Scheme is subject to indirect interest rate risk primarily in the Cash funds and also in the Multi Asset funds.

**(d) Other Price Risk**

Other price risk arises principally in relation to equities and property held in pooled investment vehicles. The Scheme investment managers manage this exposure to overall price movements by holding a diverse portfolio of investments across various markets within each fund depending on the investment strategy for that fund.

The following table summarises which classes of investments, held by the Scheme at year end, are affected by indirect credit and market risks.

Type of Fund	Credit Risk	Currency Risk	Interest Rate Risk	Other Price Risks
Bonds	✓	✓	✓	-
Cash	✓	-	✓	-
Multi Asset	✓	✓	✓	✓

**13. Investment Management Fees**

Investment management fees are calculated as a percentage of the assets under management. Fees relating to unit funds are levied by surrendering units from the Scheme to the value of the fee. The fees are borne by the Scheme members. The fees amounted to €1,115,676 (€1,077,182 – 2018)

**14. Subsequent Events**

Subsequent to year end, a viral Covid-19 pandemic has spread across the globe. It is causing very significant financial market, economic and social dislocation globally and in Ireland, including very significant disruption to business and economic activity and very large falls in the values of very many financial assets. The ultimate extent of the effect of this on the entity is not possible to estimate at this time. No other events took place after the end of the Plan year which require amendment to or disclosure in the annual report.



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#### 15. Taxation

The Scheme has been approved as an exempt approved scheme for the purposes of Section 774 of the Taxes Consolidation Act, 1997 and as a result, the Scheme income and gains are generally exempt from taxation.

#### 16. Contingent Liabilities

As stated in note 1 of these financial statements, liabilities to pay pension and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustees, the Scheme had no contingent liabilities at the year end.

#### 17. Related Party Transactions

- (a) **The Trustees:** The Trustees of the Scheme are listed on page 2 of this Report.
- (b) **Remuneration of the Trustees:** The Trustees did not receive and are not due any remuneration from the Scheme in connection with the management of the Scheme during the year except for General Investment Trust DAC in the sum of €24,600.
- (c) **Principal Employer Company:** National Federation of Voluntary Service Providers' Supporting People with Intellectual Disability CLG is the principal employer.
- (d) **The Administrator:** New Ireland Assurance Company plc is the administrator of the Scheme.
- (e) **The Investment Managers:** The Scheme is invested in an assurance policy with New Ireland Assurance Company plc and through this policy the assets of the Scheme are invested by various Investment Managers listed on page 2 of this Report.
- (f) **The Custodian:** The Custodian to the Scheme (as appointed by New Ireland Assurance Company plc) is Northern Trust Fiduciary Services Ireland Ltd.

#### 18. Self Investment

Any contributions received after the due date constitutes 'self investment' under the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 - 2013. There were no employer related investments at any time during the period with the exception of the following:

Month	Employer's Contributions (€)	Members' Contributions (€)	AVC Contributions (€)	Total (€)	Due Date	Date Received
February	434.08	533.92	0.00	968.00	21/03/2019	22/03/2019

#### 19. Approval of Financial Statements

The financial statements were approved by the Trustees on: 15/7/2020

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