

The Pension Scheme Trustees are responsible and are tasked with ensuring that the Pension Scheme is run properly, and members' benefits are secure. The current Trustees comprise of:

- Mr. James Skehan (Chairman and Professional Trustee).
- Mr. John McHugo (Vice Chairman);
- Ms. Pauline Brennan;
- Mr. Francis Coughlan;
- Ms. Deirdre Herlihy;
- Mr. Bernard O'Regan.

The Trustees can be contacted by either emailing them at [pensionadmin@fedvol.ie](mailto:pensionadmin@fedvol.ie) or alternatively you can write to them at the following address:

*Pension Scheme Trustees, National Federation of Voluntary Service Providers, Oranmore Business Park, Oranmore, Galway, H91 TP2W.*

## Feedback / Input:

If you have any item or topic you would like included in a future edition of these Pension Newsletters, please email [pensionadmin@fedvol.ie](mailto:pensionadmin@fedvol.ie) where we will welcome and consider all your comments / suggestions.

If you have a query on your pension fund you can contact your Irish Life Advice Team Point of Contact (their details are available on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab)).

If you have a generic query on any aspect of the Pension Scheme, please email Maria McMahon, Pension Scheme Manager, who will assist in any way she can, or alternatively will direct you to the most appropriate person. Please email your query to [pensionadmin@fedvol.ie](mailto:pensionadmin@fedvol.ie) or Tel: 091-792316.

## Scheme Booklets / Forms



All Scheme Booklets and Forms are available to view and download on [www.fedvol.ie](http://www.fedvol.ie) (click on Pensions Tab).

An updated suite of videos which provide clear information on your Pension Scheme are also available to [view](#).

Dear Pension Scheme Member,

Welcome to our 12<sup>th</sup> National Federation's Pension & Life Assurance Scheme Newsletter, which we hope you will find informative.



Previous newsletters are available on our website [www.fedvol.ie](http://www.fedvol.ie) The purpose of this newsletter is to update you on:

- Scheme Webinars & Retirement Planning Seminar 2026
- Your Pension Benefit Statements
- Your Pension Journey: Small Steps Now, Big Wins Later!
- Trustees Workplan for 2026
- Trustees Annual Report 2025

## ONLINE WEBINAR: PENSION ADEQUACY – WILL YOU HAVE THE RETIREMENT INCOME YOU WANT WHEN YOU RETIRE?

Irish Life are hosting 2 online Webinars for all pension scheme members RE: **Adequacy – Will you have the Retirement Income you want when you Retire?**

The presentations will cover:

- ✚ Why it is important to have focus on your retirement.
- ✚ Setting a goal and understanding the steps to get you there.
- ✚ Retirement Living Standards – what kind of lifestyle will your pension actually pay for?
- ✚ Key tips on how to get actively involved in your pension plan.
- ✚ Don't miss out on all the supports you have, including your Online Member Portal.



The Webinar dates and times are:

- ✚ **Tuesday, 31<sup>st</sup> March, 2026** | 11 AM – 12 PM
- OR
- ✚ **Tuesday, 14<sup>th</sup> April, 2026** | 2 PM – 3 PM



The duration time for the online group presentations is 1 hour max, allowing time for questions and answers. To reserve a place on one of the above online webinars, members can [click here](#) or visit [www.fedvol.ie](http://www.fedvol.ie).

If members are unable to attend on one of the above dates, a recording of the online presentation will be uploaded after the events on the pensions tab of [www.fedvol.ie](http://www.fedvol.ie) so members can listen to the information at a time convenient to them.

Continue to check [www.fedvol.ie](http://www.fedvol.ie) for details on other online webinars / events being organised later in 2026.

## RETIREMENT PLANNING SEMINAR:

The Trustees, in association with Irish Life, have organised a Retirement Seminar on **Thursday, 26<sup>th</sup> March, 2026 in the Tullamore Court Hotel**, to support and provide valuable information to members as they approach retirement.



The Retirement Seminar is open to all members who are within 5 years to retirement. An invitation is also extended to the member's spouse / partner to attend the Seminar. The Seminars are free for members, and their guest, to attend - thanks to the kind sponsorship of the Pension Trustees and Irish Life (these events usually cost approx. €350 pp).

As members approach retirement, they are about to embark on an exciting new chapter in their life. This milestone is a reward for all their years of hard work, and it's something to look forward to. Retirement brings many changes, from how a member spends their days to their roles, responsibilities, and finances. While the idea of retiring can take some getting used to, planning ahead can help members prepare for this new phase and ensure they enjoy it to the fullest.

The topics covered during the full day Retirement Seminar is as follows:

- ✚ **YOUR PENSION BENEFITS**
- ✚ **THE LIFESTYLE ADJUSTMENTS OF RETIREMENT**
- ✚ **STATE BENEFITS IN RETIREMENT**
- ✚ **WILLS AND INHERITANCE**
- ✚ **PHYSICAL & NUTRITIONAL WELLBEING IN RETIREMENT**



A member doesn't have to be about to retire to start planning for it, in fact, the sooner a member understands their retirement options, the more relaxed they'll feel about the whole process and hopefully be better placed to make the right decisions about this important phase in their life.

The Retirement Seminar offers an invaluable opportunity to ensure members are fully prepared for the next exciting chapter of their life. Having the right pension information and expert advice is more important than ever as members near retirement. With the right preparation, retirement can be members best chapter yet! If a member wishes to attend the above Retirement Seminar, they should contact their organisation's pension administrator to reserve a place. Additional Retirement Seminars will be held this year if interest to attend is expressed by members.

## PENSION BENEFIT STATEMENTS (PBS):

Members will soon receive their Pension Benefit Statement (PBS), for the year ended 31<sup>st</sup> December, 2025, via post to their home address. A video is currently being recorded and will be available shortly on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab), which will explain in simple terms what information is contained in your Pension Benefit Statement.

Members should note they no longer have to wait to receive their PBS annually to review their pension fund, members can now view their pension fund anytime and get up to date values, via their Online Member Portal, similar to reviewing your bank balance online! Simply visit [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab) to find out more about the Member Portal, including the option to watch a short video on (a) how to register for the Online Portal and (b) see how the Online Portal works.



## YOUR PENSION JOURNEY: SMALL STEPS NOW, BIG WINS LATER



Your pension might feel like a “future you” decision, but the reality is, the choices you make today (at any age) can make a real difference to the life you’ll enjoy later. Whether retirement feels years away or just around the corner, there’s always something useful you can do now to stay on track. Think of your pension as a long-term savings journey. You don’t need to be an expert on pensions, you just need to stay engaged – see how below!

### STARTING OUT (20s–EARLY 30s): BUILD GOOD HABITS FROM THE START – MAKE SMALL CHANGES NOW FOR BETTER RESULTS LATER

Retirement may feel far away, but this is one of the best times to start saving for your retirement. The earlier you begin, the more your money can grow.



#### What to focus on:

##### 1. Know where you can get details about your pension.

Log in to your [Online Member Portal](#) and check your balance, so you know how much you already have in your pension fund and see if it is on track to what you want at retirement. Get familiar with your pension account, very similar to reviewing your bank account online. On the pensions tab of [www.fedvol.ie](http://www.fedvol.ie) see the short videos on (a) how to register for the Online Member Portal and (b) how to use the Online Portal.



##### 2. Keep your Details Up-to-Date.

It is your responsibility to ensure your postal address, personal email address, telephone number, DOB and salary details are always up to date. This will ensure that Irish Life can engage with you anytime, and if you leave employment. Simply, review your personal details on the [Online Member Portal](#) and update them, if required, and ensure your correct details are used to calculate your pension benefits at retirement.



##### 3. Consider making Additional Voluntary Contributions (AVCs).

Consider making AVCs, which are additional contributions, over the compulsory 5% contribution you currently must pay. Even a small amount now can grow significantly over time thanks to compound interest. Try a small AVC increase for 3–6 months and see if you notice it in your take home pay. Starting now means you don’t have to “catch up” later and your future self will thank you.



**SUMMARY ACTIONS: 1. LOG IN 2. UPDATE YOUR DETAILS 3. REVIEW YOUR PENSION CONTRIBUTIONS**

### MID-CAREER (MID 30s–50s): MAKE YOUR PEAK EARNING YEARS WORK HARD FOR YOU!

Life is busy - careers, families, mortgages etc., but this is a key time to take your pension seriously too. This time in your life may also be your higher earning years, so even small increases in contributions can make a big impact and boost your retirement income.

#### What to focus on:

##### 1. Engage with your Irish Life Advice Team.

Talk with your Irish Life Advice Team point of contact to see if your pension fund is on track to meet your expectations at retirement, they will tell you in simple terms whether you are likely to have enough income at retirement. Talking about pensions doesn’t have to be intimidating! Ask your



Advice Team contact any question, there is no such thing as a silly question, they're there to help you – no pension jargon, just clear answers. The Advice Team members assigned to each employer and their relevant contact details are available on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab).

## 2. Review your pension contributions.

If your salary has increased, consider increasing what you save into your pension fund. Discuss with your Advice Team if increasing your contributions is the right decision for you and how it could make a real difference to your retirement income.



## 3. Keep learning about your Pension Fund.

Take charge of learning more about your pension fund – the more informed you are about your pension fund the more comfortable you'll be about making decisions.

- The National Federation's website [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab) provides members with access to a full suite of Pension Scheme information including member booklets and a Frequently Asked Questions document, videos (including FAQ series of bitesize videos), webinars, newsletters, investment updates, scheme updates and a lot more!!!.
- Register yourself on one of the online seminars Irish Life hosts on a regular basis on different pension topics. Details of all webinars/seminars taking place and recordings of previous webinars that have taken place are uploaded and available to view on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab). Your employer shares this information with you too.



It's up to you to stay informed and plan for the lifestyle you want in retirement. Don't wait until the last minute! Your pension fund is a key part of your future, so make sure it's sufficient to meet your expectations in retirement. A little effort today can make a big difference tomorrow!

**SUMMARY ACTIONS: 1. ENGAGE 2. REVIEW CONTRIBUTIONS 3. REVIEW PENSIONS TAB OF WWW.FEDVOL.IE**

## PRE-RETIREMENT (MID 50S TO RETIREMENT AGE): TURN YOUR PENSION FUND INTO A RETIREMENT YOU WILL ENJOY BY USING THE SERVICES AVAILABLE TO YOU

Retirement starts to feel real, therefore planning becomes even more important. You've worked hard all your life, now it's about making your pension fund work for you! Good planning now gives you choices. The more informed you are, the more confident you'll feel about your next steps to retirement.

### What to focus on:

#### 1. Understand your Pension Fund and how you can access it at Retirement.

Your finances will make up an essential part of your retirement planning. The key question is how much will your pension fund replace the income you received while working. To get a clear picture of how much your pension fund will provide at retirement and how to draw it down, the Irish Life Advice Team are here to assist you - you don't have to worry about what questions to ask your Advice Team point of contact, just pick up the phone and they will help you. **There is no charge for this service.** You can make contact with your [Irish Life Advice Team point of contact](#) at any stage of your pension journey or you can also seek your own independent financial advice if you wish. As you approach retirement, having the right pension information and expert advice is more important than ever. Don't forget to ensure all your personal details are up to date on your online member portal i.e., postal address, personal email address, telephone number and salary details!



## 2. Attend a Retirement Planning Seminar:

As you approach retirement, especially in the 6 years prior to retirement, the Trustees strongly encourage you to attend a Retirement Planning Seminar. These Seminars are held annually and are run in conjunction with the Retirement Planning Council and Irish Life. The Retirement Planning Seminars provide support, information and guidance to members planning for retirement. The Seminars talk members through the financial and lifestyle changes retirement can bring and help members to prepare for this new phase and ensure members enjoy retirement to the fullest!



The Retirement Planning Seminars are available free of charge to members and their partners (usual cost to attend a seminar is approx. €350 pp). Details on topics covered, along with dates held annually and how to book your place are all available on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab). If you are within 6 years of retirement, attending a Retirement Planning Seminar is one of the most valuable things you can do for yourself and your partner.

## 3. Gather all your pension related documents in one place.

If you've had several jobs, you may have pensions in different places, by putting all your pension material in one place helps you trace your pensions later. Have you also discussed with an advisor what is the right thing for you to do with all your different pension funds? Engage with your Irish Life Advice Team or independent advisor.



**SUMMARY: 1. ENGAGE 2. ATTEND A RETIREMENT SEMINAR 3. COLLATE PENSION INFORMATION**

### One Simple Rule for Every Age

#### - Check in on your pension fund regularly.

A quick review once a year can make a big difference—update your details, review contributions, and engage & educate yourself about your pension fund.

Your pension isn't just a number on a statement, it's your future lifestyle!

The earlier and more often you engage, the more control you have over the retirement you want.

**REMEMBER: YOUR FUTURE STARTS NOW!**

## ANNUAL REPORT 2025

The Trustees have uploaded their [Annual Report for 2025](#) on [www.fedvol.ie](http://www.fedvol.ie) (click on pensions tab), which outlines what work was carried out on the Scheme on behalf of members and also in compliance with Federation requirements / legislation.



## PENSION TRUSTEES WORKPLAN FOR 2026:

### ➤ Develop a Work Plan with Irish Life:

The Trustees will develop with Irish Life a Work Plan for 2026, which will outline activities that will take place during the year. This will include:

- Updating the Scheme's Engagement Plan for both members of the Scheme and employers.
- Developing more videos and pension material to cover key topics of interest for members and upload on the Pensions Tab of [www.fedvol.ie](http://www.fedvol.ie).
- Organising:
  - ✚ retirement seminars for members approaching retirement;
  - ✚ a pension administrator's workshop; and
  - ✚ online webinars for all members on different pension topics.
- Ensuring all administration requirements continue to operate efficiently and effectively.



### ➤ Legal Work:

The Trustees will finalise work on:

- Setting up the Pension Scheme as a Designated Activity Company (DAC).
- Producing a consolidated Trust Deed & Rules document, which will bring all its previous Scheme changes and amendments into one consolidated document.



### ➤ Key Function Holders (KFHs):

The Trustees will continue to engage and work with the two external Key Function Holders (KFHs) for (a) Risk Management and (b) Internal Audit, to ensure their agreed work plan for 2026 is achieved and provides value add to the Scheme.



### ➤ Continue to Update Pension Website:

The Trustees will continue to upload new material on the Pensions Tab of [www.fedvol.ie](http://www.fedvol.ie) and ensure all documents and relevant pension material are up to date and available to members.

[www.fedvol.ie](http://www.fedvol.ie)

### ➤ Produce Bi-Annual Newsletters:

The Trustees will continue to publish Bi-Annual Newsletters to update members on the Scheme and on other relevant pension news and material.



## Implementation of Institutions for Occupational Retirement Provision 11 (IORP 11) Directive and the Pensions Authority's Code of Practice:

The Trustees will continue to review and implement all necessary actions to ensure the Pension Scheme is compliant in respect of the above Directive and the Pension Authority's Code of Practice, including the following:

- Review existing Scheme policies in line with their review dates and develop new policies where required.
- Finalise work on setting up Scheme as a Designated Activity Company (DAC).

## Administration & Compliance:

The Trustees will continue to meet throughout 2026 and ensure:

- The smooth and efficient running of the Scheme from the perspective of all parties i.e., Scheme Members, Participating Employers; Irish Life; Cornmarket; the Pensions Authority; External Auditor, Key Function Holders, etc.
- The Trustees' Governance & Compliance Calendar is adhered to.
- All employers co-operate with their monthly return of contributions to both Irish Life & Cornmarket by their due date.
- All death claims, applications for retirement on grounds of ill health; Pension Adjustment Orders (PAOs), transfers applications, retirement claims and purchase of annuity forms etc. are all processed in a timely fashion.
- All booklets and documentation are reviewed and are kept up-to-date.
- Trustees Annual Report & Financial Statements for year ended 31/12/25 are prepared and circulated to members & Trade Unions within the required timeframe.
- Trustees Training to be carried out in 2026.

THANK YOU FOR READING THIS NEWSLETTER.