

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. John McHugo, Chairman;
- Ms. Pauline Brennan;
- Mr. Francis Coughlan;
- Ms. Deirdre Herlihy;
- Mr. James Skehan (Professional Trustee).

The Trustees can be contacted by either emailing them at 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.*

Dear Pension Scheme Member,

Welcome to our 5th National Federation's Pension & Life Assurance Scheme Newsletter, which we hope you will find informative.



Previous newsletters are available to read on our website www.fedvol.ie. The purpose of this newsletter is to update you on:

- ✚ Pension Scheme Move to Irish Life.
- ✚ Financial Update on Scheme following production of Trustees' Annual Report & Financial Statements for year ended 31st December, 2021.
- ✚ Market Update.
- ✚ Outline of how members can make lump sum AVC payments into their pension fund and claim back tax for 2021 before the Revenue deadline of **28th October, 2022.**
- ✚ Update on Implementation of IORP 11 and Pension Authority's Code of Practice.
- ✚ Other relevant pension information.

Scheme Booklets / Forms



All Scheme booklets and forms are available to view or download on www.fedvol.ie (click on pensions tab). Members also have access to investment updates and a new suite of videos, which provide clear information on the Pension Scheme.

Feedback / Input:

If members have any item or topic, they would like included in a future edition of these Pension Newsletters, please email pensionadmin@fedvol.ie where we will welcome and consider all comments / suggestions.

If members have a query on their pension fund, they can contact their Irish Life Advice Team Point of Contact (their details are available on www.fedvol.ie click on pensions tab).

If members have a generic query on any aspect of the Pension Scheme, they should email Maria McMahon, Pension Scheme Manager, who will assist in any way she can, or will direct members to the most appropriate person. Email pensionadmin@fedvol.ie or Tel: 091-792316.

PENSION SCHEME MOVE TO IRISH LIFE:

The administration, investment and consultancy services for the National Federation of Voluntary Services Providers' Pension & Life Assurance Scheme has fully moved over to Irish Life.



Irish Life

The Irish Life Engagement Teams are currently engaging with employers to set up group presentations in member's places of work, to ensure members are informed re:

- The structure and benefits of the Pension Scheme.
- The progression of members pension funds and whether they are on track to meet their retirement goals.
- The option for members to increase the level of their pension contributions and how this can be achieved.
- The costs and charges applied to members pension fund – particularly the difference in the management charges that apply to the different investment fund choices.
- The awareness of the benefit options available to members at retirement i.e., how they can draw down their pension fund at retirement.

Members should ask their Pension Scheme Administrator in their organisation for further details of when presentations are taking place in respect of their organisation.

Members will have recently received their Annual Benefit Statement from New Ireland in respect of year ended 31st December, 2021. Members may ask why didn't Irish Life issue these Statements? The reason is because New Ireland were the Registered Administrators for the Scheme up until 31st December, 2021, hence they have responsibility to prepare members Annual Benefit Statement for this period. Annual Benefit Statements will issue from Irish Life to members going forward. Accordingly, members should ensure if their postal address changes, they should keep their employer and Irish Life updated with their new address and contact details.

Members are reminded that they don't have to wait for their Annual Benefit Statement to arrive to get details on their pension fund, they can get immediate access to their pension fund, including transfer value from New Ireland to Irish Life and contributions received by Irish Life since the transfer, by logging on to the Irish Life Member Portal on **www.pensionplanetinteractive.ie/empower/login**. If members have not already provided personal details to Irish Life the link will not work for them. To get access, members should email fedvol@irishlife.ie with the following details:



Member Name and postal address; Employer Name; Date of Birth and member's personal email address and ask Irish Life to provide them with a link to access their pension member portal. Visit www.fedvol.ie (click on pensions tab) to view a video which also outlines how members can register for the Member Portal and the steps involved.

Members can also get access to an easy-to-use smartphone and iPhone Irish Life EMPOWER app designed to help members with their retirement planning. iPhone users can go to the Apple Store to download the app. Android users can download the app from the Google Play Store.



The EMPOWER app allow members to access a wealth of information, on the go, including:

- ✚ Scheme and investment details.
- ✚ Current values and contribution rates.
- ✚ Estimated fund value at retirement, and
- ✚ Investment literature relevant to the Scheme.



It is now very important that members review what investment fund they are invested in and ensure it matches their appetite to investment risk. The Irish Life Advice Team are available via email and telephone to discuss their pension fund. Their contact details are available on www.fedvol.ie (click on pensions tab).

HOW ARE IRISH LIFE INVESTING RESPONSIBLY?

Irish Life want to build better futures by investing pension scheme members' money better. That means aiming to grow members' money, but doing it in a way that does more to help our planet and the people on it, with the objective of delivering longer-term sustainable returns. Through Irish Life Investment Managers (ILIM), Irish Life do this by:

- ✚ Reducing exposure to carbon intensive companies.
- ✚ Using Irish Life's position as stakeholders to influence companies to act better.
- ✚ Being committed to a lower carbon future.
- ✚ Being one of the first Irish companies to sign up to the United Nations Principles for Responsible Investing (UNPRI).

Watch Irish Life's video explaining what is Responsible Investing on:

<https://www.ilim.com/responsible-investing/>



Irish Life also believe that Responsible Investing goes beyond how they manage members portfolios alone. Irish Life take their role as a corporate citizen seriously and recognise the part they can play in contributing to the overall long-term sustainability of the market by promoting responsible investment practices with other stakeholders for the benefit of all.

Irish Life have launched a new **Carbon Impact Calculator** <https://www.ilim.com/responsible-investing/carbon-impact-calculator/> which makes it easier to see how Irish Life's responsibly managed pension funds can help to reduce carbon emissions and measure the benefit using real-world examples. A member simply has to select the name of their investment fund from a drop-down list on the online calculator tool to see their overall reduction in carbon emissions expressed in real-world terms.

TRUSTEES ANNUAL REPORT & FINANCIAL STATEMENTS FOR YEAR ENDED 31ST DECEMBER, 2021

The National Federation of Voluntary Service Providers' Pension & Life Assurance Scheme's Trustee Annual Report & Financial Statements for year ended 31st December, 2021, are now available to download on the National Federation's website www.fedvol.ie (click on pension tab). Please refer to our March 2022 Newsletter where the Trustees activity undertaken in 2021 was outlined. Copy of all previous newsletters are also available to view or download on our website www.fedvol.ie (click on pensions tab).



The Scheme has grown significantly since its establishment in 1996. The Scheme now comprises of 24 participating employers; 6,709 members (4,943 Active members and 1,766 deferred members)



The Scheme's fund value under management is over €307m as of 31st December, 2021. The increase in the overall fund value was attributable to a very favourable increase in market value during 2021, which resulted in an increase of €36,707,284. Net fund increase was €35,795,201, following the deduction of the Annual Management Charge (AMC) €912,083.



Fund managers fees reduced from €1.193m in 2020 to €912k in 2021. This was due to the reduction in the Annual Management Charge (AMC) for most of the funds from 0.525% to 0.33% (Cash Fund AMC remained at 0.15%) applicable with effect from 1st January, 2021.

The AMC applicable for the Empower Investment Funds from 1st January, 2022, when the Scheme was transferred to Irish Life was further reduced to 0.29%. (Cash Fund AMC remained at 0.15% and ESG fund is 0.23%). These savings will be reflected in accounts for year ended 31st December, 2022.



The majority of members in the Pension Scheme are invested in the Default Investment Strategy i.e., approx. 97% of members.



Approximately €5.7m was paid out to Scheme members during 2021 on retirement claims.

TOP UP YOUR PENSION FUND BY MAKING A LUMP SUM ADDITIONAL VOLUNTARY CONTRIBUTION (AVC) AND CLAIM BACK TAX FOR 2021 BEFORE REVENUE DEADLINE OF 28TH OCTOBER, 2022

Irish Life are helping pension scheme members to make lump sum AVC payments into their pension fund and claim back tax for 2021 before the Revenue deadline of **28th October, 2022**.

Irish Life have compiled a comprehensive suite of resources to give members the know-how and support to make the process as easy as possible:

- Dedicated "How does it work?" webpage, including Top Up Form with Step-by-Step instructions

<https://www.irishlifecorporatebusiness.ie/top-your-pension-savings-and-get-tax-back>

- Top Up your Pension Savings and Claim Tax Back Video – available on www.fedvol.ie



Members should contact their Irish Life Advice Team point of contact if they wish to discuss if this is the right decision for them. Details of members Advice Team point of contact are available on www.fedvol.ie (click on pensions tab).

Implementation of Institutions for Occupational Retirement Provision 11 (IORP 11) Directive and the Code of Practice published by the Pensions Authority in November 2021:

As advised in previous newsletter, the Pension Scheme Trustees have been engaging with the Pensions Authority over the last number of months as part of the Authority's engagement work with Pension Schemes to examine how well the National Federation of Voluntary Service Providers Pension & Life Assurance Scheme is equipped to meet the enhanced governance and risk management requirements that have recently been transposed into law under the IORP 11 Directive, including:

- ✚ Minimum qualification and experience standards for Trustees;
- ✚ The appointment of key function holders for internal audit and risk management;
- ✚ Requirement for written policies on risk management, internal audit, remuneration, conflict of interest and, where relevant, outsourced activities;
- ✚ Standards for internal controls, administrative and accounting procedure, contingency plans; and
- ✚ Communication and information to be provided to active members, prospective members, deferred members and those nearing retirement.

As a result of the Trustees engagement, the Pensions Authority have confirmed that our Pension Scheme, by its nature and structure, i.e., a multi-employer Scheme in composition, is a Master Trust. The Authority has confirmed that all multi-employer Pension Schemes carry a higher level of risk when compared to single employer schemes, and therefore additional governance requirements have to be adhered to i.e., the Scheme is required to meet all the governance and risk obligations under the EU IORP 11 Directive, as well as the specific requirements for Master Trusts as published by the Pensions Authority. One of the additional requirements is for the Pension Scheme Trustees to be set up as a Designated Activity Company (DAC). The Trustees are in the process of completing work on this requirement, but members should be assured that this change will have no impact on the members or on their pension contribution rates.

The Trustees have appointed 2 external Key Function Holders (KFHs) to the Scheme as follows:

- **Internal Audit:** Mr. Tom Gilligan, Align Advisory Limited, The Charlemont Exchange, Dublin 2.
- **Risk Management:** Mr. Frankie Cronin, Grant Thornton, 13-18 City Quay, Dublin 2.

The Trustees continue to review existing Scheme policies and develop new policies where required to ensure IORP 11 and the Code of Practice requirements are adhered to. Copies of the Scheme's policies are available on www.fedvol.ie



MARKET UPDATE:

Members should be aware that since the start of 2022, the main assets i.e., equities and bonds, where your pension fund is invested, have fallen in value which is why the funds have performed negatively over the shorter-term periods. The main reason for this is that Central Banks across the developed world signaled they would increase interest rates to help reduce rates of inflation, that are at levels unseen in forty years. In the UK, US and the Eurozone, interest rates have been increasing at the fastest pace observed in years, with further increases expected over the coming months. Typically, when interest rates are going up investment assets like equities and bonds perform poorly.

In addition, Covid remains prevalent and a series of lockdowns in China have occurred due to its 'zero tolerance' Covid policy, resulting in lower levels of economic activity from one of the biggest nations in the world. Furthermore, the escalation of the Russia-Ukraine conflict has negatively impacted growth expectations, in particular in Europe, and weakened investor sentiment.

Global equity markets have fallen c. 13.3% year to date to 30 September. Investor concerns are focused on high inflation and the impact rising interest rates will have on economic growth. The situation is evolving but it is likely that the global economy is in for an extended period of slower growth as bigger markets, like the US and Europe, are expected to experience further increases in interest rates, that may stay elevated for some time, in order to combat inflation, which is the primary focus for Central Banks across the developed world. As a result, the evident so far this year is likely to continue over the coming months. However, while we are in uncertain times, they are not unprecedented.

Members are reminded that staying invested delivers very strong returns for longer term investors despite the many temptations to sell. Equity markets will experience short term ups and downs but over time there are more ups than downs so it is important to stay invested to benefit from them.

For further market and fund updates please

- Read the attached Irish Life leaflet or
- Visit www.fedvol.ie for further investment updates.

HOW CAN MEMBERS FIND OUT MORE INFORMATION ON THEIR PENSION SCHEME?

Members can get more information on the National Federation's Pension Scheme by:

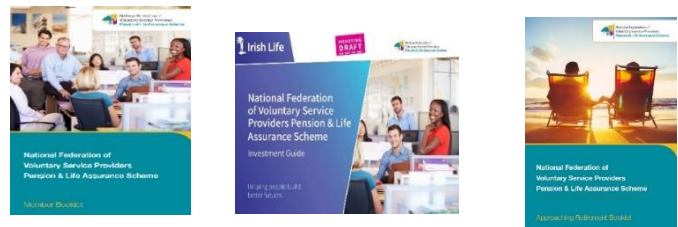
- ✚ Visiting www.fedvol.ie (click on pension tab)

A full range of all member booklets and forms, and other pension publications, including the following, are available on the National Federation's website www.fedvol.ie (click on the Pensions Tab):



Booklets:

- Pension Scheme Booklet
- Investment Choice Member Booklet
- Approaching Retirement Member Booklet



Forms:

- Member Application Form
- Beneficiary / Expression of Wishes Form
- Investment Fund Switch Form



Other Booklets / Updates:

- Investment Updates
- Trustees Annual Report & Financial Statements
- Statement of Investment Policy Principles
- Group Life Policy Document
- Internal Dispute Resolution Procedure
- Data Protection Notice
- Pension Scheme Newsletters
- Salary Protection Scheme Booklet & Application Form



Videos:

- Scheme Information Video
- How to get access to your Irish Life Member Portal
- What is the Personal Lifestyle Strategy (PLS) and how does it work?
- Approaching Retirement Video
- Environmental, Social and Governance (ESG) video - outlines how Irish Life are committed to growing your money and doing it responsibly.
- Nature of long-term investing.



The Trustees have now also made available a dedicated “Approaching Retirement” section on www.fedvol.ie which members approaching retirement should review, where the following information is available:

- Approaching Retirement Video.
- Approaching Retirement Booklet.
- Contact details for the Irish life Advice Team point of contacts.
- Pension Trustees summary document outlining how a member can draw down their pension fund at retirement.
- Outline of what documentation a member will be required to submit to Irish Life to process their retirement claim.
- Summary of what an Annuity and Annual Retirement Fund (ARF) is, and the advantages and disadvantages of each retirement option.



- + Members can visit their Irish Life Member Portal www.pensionplanetinteractive.ie/empower/login. If members have not already provided personal details to Irish Life the link will not work for them. To get access, members should email fedvol@irishlife.ie with the following details:
Member Name and postal address; Employer Name; Date of Birth and member’s personal email address and ask Irish Life to provide them with a link to access their pension member portal.



Visit www.fedvol.ie (click on pensions tab) to view a video which also outlines how members can register for the Member Portal and the steps involved.

- + If members have any queries on their Pension Scheme they can contact:

- ✓ Irish Life by emailing fedvol@irishlife.ie or call them on 01-8533753. This line is open from 9am - 12pm & 2pm - 4pm Monday to Friday. (If you have a specific query on your pension fund, please contact your Irish Life Advice Team point of contact. Their contact details are available on www.fedvol.ie and click on pensions tab).



- ✓ Maria McMahan, Pension Scheme Manager, by emailing pensionadmin@fedvol.ie or telephone 091- 792316

THANK YOU FOR READING
THIS NEWSLETTER.