

Kier Pensions Unit
 PO Box 485
 Middlesbrough
 TS1 9EE



Telephone:
 Fax: (01642) 727989
 Email: penmail@Kier.co.uk

Our Reference:
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ESTIMATED ANNUAL BENEFIT STATEMENT AS AT 31 MARCH 2016 FIREFIGHTERS' PENSION SCHEMES (FPS)

Welcome to your 2016 Annual Benefit Statement. This statement differs from those issued in previous years as we have shown your benefits in accordance with which FPS you will be a member of throughout your career. Therefore, if you have, or are due to, move into FPS 2015 from one of the earlier schemes (FPS 1992 or FPS 2006), your statement clearly breaks down the expected benefits from each scheme.

This could mean, therefore, that if you are protected within FPS 1992 or FPS 2006 you will have zero values in the FPS 2015 benefits area because you will remain in your existing scheme. Similarly, if you only have FPS 2015 benefits, you have zero values in the 'final salary' (FPS 1992 or FPS 2006) area.

Your statement is made up of three main areas:

- Personal Details: please check that the information we currently hold is accurate
- Summary of Total Benefits as at 31 March 2016: we show the benefits as if you had:
 - left the pension scheme on that date; or
 - died on that date
- Benefits Payable at your Normal Pension Age*. Depending on which pension scheme you will retire from, the projections will be based on:
 - FPS 1992 – Age 55 or, if earlier, the date 30 years' membership is achieved
 - FPS 2006 – Age 60
 - FPS 2015 – Age 60: if you have dual scheme membership, the normal pension age shown will be age 60. You will, however, be able to access your FPS 1992 benefits earlier if you retire at the normal pension age for that scheme.

*If you have passed your Normal Pension Age the projected benefits will be the same as the value of your benefits as at 31 March 2016.

Pensionable service

This is the period for which you have paid contributions into FPS 1992 or FPS 2006, plus any service that you have transferred in from other pension schemes. Periods of additional service that you may be buying are not shown as part of the pensionable service on this statement, however, any service you have bought up to 31 March 2016 is included in the calculations.

Pension Adjustments

The appropriate adjustments will be made to your benefits at the time of your retirement if a court has issued a Pension Sharing Order or Earmarking Order following a divorce or dissolution of a civil partnership, or you have made a 'Scheme Pays' election for an annual allowance charge.

This estimated benefit statement is for illustration purposes only and is not a 'final retirement benefit offer'. As the pension scheme regulations and associated factors provided by the Government Actuary's Department are subject to amendment, Kier cannot guarantee that future changes will not alter the level of benefits to which you are entitled. Your actual benefits will depend on the reason for your retirement, your pensionable pay and your scheme membership at that time. You should contact Kier Pensions Unit for a written estimate before making any decision to retire.

Additional Information

You will find further information, including comprehensive scheme guides and explanatory notes to accompany this statement at: www.myownpension.co.uk. Once you have selected the area of the website dedicated to firefighters' pensions, select the scheme (or each of the schemes) that apply to you (FPS 1992, FPS 2006 and FPS 2015 have their own area on the website for you to select). **There are two sets of notes in both the FPS 1992 and 2006 area: one set will relate to fully-protected members, with the other document catering for members who are (or will be) affected by FPS 2015. The appropriate document should address any queries you may have about your statement, and the expected benefits for you and your loved ones.**

It is worth pointing out that the death benefits provided by FPS 1992 are very different from FPS 2006 and FPS 2015: FPS 1992 does not pay pensions to cohabiting partners following the death of a member (only spouses or civil partners), whereas FPS 2006 and FPS 2015 do pay to cohabiting partners (subject to certain criteria being met), and FPS 1992 pays a lump sum death grant of twice pay, whereas the two later schemes pay a sum equal to three times pay. **Any death benefits will be paid in accordance with the pension scheme you are actually a member of at the date of death.** We have, therefore, quoted the death benefits that would have applied if you had died on 31 March 2016, based on the scheme you were a member of on that date.

Farewell Mouchel, hello Kier

For many years, Mouchel have provided the day-to-day administration of the FPS. On 8 June 2015 Mouchel was acquired by Kier Group plc. It has been business as usual since then as the same people continue to provide the administration service. You may, however, notice some cosmetic changes: our communications are branded with the Kier logo and our email addresses have changed slightly (mouchel.com has been replaced with kier.co.uk). All telephone numbers, and our business address, remain unchanged.

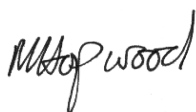
It is more important than ever, if you are now a member of the FPS 2015 CARE scheme, that the information we hold is correct. *CARE benefits are actually calculated and credited to your pension account at the end of each year, so you must let the Pensions Unit know if anything appears wrong.*

If you would like to discuss your FPS benefits with us, or disagree with any of the details on your statement, please telephone the helpline on _____, or send an email to: penmail@kier.co.uk. Comprehensive information on the firefighters' pension schemes can be found at: www.myownpension.co.uk, and you should specifically refer to the explanatory notes, applicable to your circumstances, whilst reading your statement.

Please note that neither Kier nor your Fire & Rescue Authority can provide financial advice regarding the information contained in your annual benefit statement. If you require help in choosing an independent financial advisor please consider using the link to the money advice website:

www.moneyadviceservice.org.uk/en/articles/choosing-a-financial-adviser.

Any comment you wish to make about this statement, or the service you have received from the Pensions Unit, would also be welcome.



Mike Hopwood
Head of Pensions

ANNUAL BENEFIT STATEMENT AT 31 MARCH 2016

Personal Details

Name:

NI Number:

Employee No:

Date joined FPS 1992 / FPS 2006 (if applicable)

Date of Birth:

Marital Status:

Member of which FPS on 31/03/2016:

Protection status:

Date moved/due to move to FPS 2015:

Fire & Rescue Authority at 31/03/2016:

All figures shown in your statement are based on your estimated final salary scheme pensionable pay (if applicable) of £ and your estimated FPS 2015 pay (if applicable) of £

Summary of Total Benefits as at 31/03/2016

Your benefits at 31/03/2016 if you had left on that date:

Annual Pension as at 31/03/2016 £

Made up of:

Final salary benefits (FPS 1992 / FPS 2006):

Actual final salary pensionable service up to 31/03/2016

Pension (per year) £

And:

Career Average Revalued Earnings (CARE) benefits (FPS 2015):

Amount of CARE pension built up in 2015/16

Earned pension (based on pensionable pay ÷ 59.7) £

Plus Any additional pension bought during the scheme year £

Plus Transfer(s) of previous pension rights during the scheme year £

Your total CARE pension for this scheme year £

Total CARE pension to 31/03/2016

Closing balance of CARE pension from the previous scheme year £

Plus CARE pension for this scheme year (as shown above) £

Total CARE pension at 31/03/2016 £

Lifetime Allowance (LTA) used in this role: %

LTA amount for this role: £

Benefits payable on your death in service if you had died on 31/03/2016

Lump sum death grant £

Adult survivor pension (per year) £

Benefits payable at Normal Pension Age -

If you took your benefits just as pension (i.e. nil lump sum)

Final salary pensionable service up to the projection date

Projected final salary pension (if applicable) per year £

Projected CARE pension (if applicable) per year £

Lump Sum £nil

Prospective Adult survivor pension (per year) £

If you took the maximum lump sum with a reduced pension

Final salary pensionable service up to the projection date	
Projected final salary pension (if applicable) per year	£
Projected CARE pension (if applicable) per year	£
Lump Sum	£
Prospective Adult survivor pension (per year)	£

Any FPS 1992 lump sum may be subject to tax depending on your age when the benefits actually come into payment.

If you became a member of FPS 2015 during 2015/16, these benefits were revalued on 1 April 2016 by the revaluation index linked to the increase in average weekly earnings. Therefore, any FPS 2015 benefits earned during 2015/16 would have been increased by 2%. We have not included the increase on this statement as it was awarded after 31 March 2016.

Membership Details (Service)

Employer	From	To	Hours Worked or %	Period of Membership Years Days
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Please be aware that only your latest service line (up to 31/03/2016) and your 10 most recent service history lines are shown above, even if you became members of FPS 2015 before 31/03/2016. If you have earlier service allocated to this post not shown above, it will have been used in the calculation of your benefits.

Lifetime Allowance

The lifetime allowance (LTA) is the maximum amount of tax relieved pension benefits that you can build up over your lifetime. The standard lifetime allowance reduced to £1.25 million on 6 April 2014 and to £1 million on 6 April 2016.

Your benefits are tested against the LTA whenever you 'crystallise' your benefits, usually when retiring. If your total crystallised benefits from all of your pension schemes exceed the allowance, your excess savings would become subject to tax at 55% on benefits taken as a lump sum or 25% on benefits taken as a pension (in addition to standard income tax). For defined benefit schemes (such as the various firefighters' pension schemes) – pension savings are calculated as 20 times the member's pension at the date of retirement, plus the value of any cash sum taken.

Example lifetime allowance calculation

For a member retiring with a £35,000 pension and a £140,000 lump sum the value of crystallised benefits is-

$$£35,000 \times 20 + £140,000 = £840,000.$$

You may wish to consider protecting your pension(s) from these reductions if you think you may be affected by them. HMRC have launched a new online service for pension scheme members to apply to protect their pension savings and/or view any protection already held. If you do hold any form of LTA protection you must provide us with a copy of your certificate if you haven't already. Similarly, if you have lost any previous protection, please let us see evidence of this. Failure to do so may mean that your benefits are incorrectly calculated when you retire. For further information please visit <https://www.gov.uk/guidance/pension-schemes-protect-your-lifetime-allowance>

Annual allowance

You will usually pay tax called an annual allowance charge if your pension savings grow by more than the annual allowance limit. This is currently £40,000 a year. However you can reduce or negate any tax charge by carrying forward any unused allowance from the three previous years. We will send you a Pension Savings Statement by 6th October if the growth in the value of your pension savings is close to or exceeds £40,000.