

First Actuarial TUC Congress 2019 Special Briefing

Introduction

Welcome to our TUC Congress 2019 Special Briefing.

While you're in Brighton, come and grab us at any time. We're happy to chat with you about anything that's troubling you in the world of pensions and financial wellbeing. You can find us in the Exhibition Hall at Stand 6, just opposite the bookshop – at least one of the First Actuarial team will be there throughout the conference.

Tell us how you feel about your finances – what you told us last year

At last year's TUC Congress in Manchester, we asked for your views on a number of pensions and financial wellbeing issues affecting ordinary working people.

The results were really interesting, and reinforced our view that financial education is the key to both financial wellbeing and protecting workers' benefits. Over half of respondents:

- didn't know what type of employer pension scheme they were in
- were paying only the absolute minimum required into their pension scheme
- weren't sure when they would get their State Pension, nor how much it would be.

Over 40% of people weren't confident they were saving enough for their retirement. And around 70% confessed they never shopped around when it was time to renew their car insurance. On a brighter note, over two-thirds of people feel they are in control of their spending and keep a budget.

It's clear that there's a lot more we can do to help people understand the money they've got, and also what they haven't got. Knowing and valuing what you have is the key to protecting it and making sure you feel confident to make good decisions.

At this year's Congress we'll be running some more very quick surveys. They don't take more than two minutes to complete and everyone who joins in has the chance to win our daily bottle of bubbly! Come and find us on Exhibition Hall Stand 6.

Fringe Meeting – Intergenerational Solidarity beats Intergenerational Conflict

And while you're here ... don't forget our fringe meeting on Intergenerational Fairness on Tuesday lunchtime from 12:45pm to 2pm in the Regency Room of the Grand Hotel, Brighton. Come and join us for a drink and some food - all are very welcome. We look forward to seeing you there!

**Intergenerational
Solidarity beats
Intergenerational Conflict**

Tuesday 10th September 2019

12:45-14:00

**Venue: Regency Room, Grand
Hotel**

**Come and join us for this
discussion over a drink and
some food.**

Meanwhile, in other news...

Age discrimination in public service pensions: Fire Brigades Union

In December 2018, the Court of Appeal ruled that part of the reforms to both the Judicial and Firefighters' Pension Schemes constituted unlawful direct age discrimination. Both schemes were found to have discriminated against younger members due to more generous transitional arrangements for those close to retirement. Similar transitional arrangements are also in place for other public sector schemes such as the Teachers' Pensions Scheme and Local Government Pension Scheme.

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Government sought the right to appeal the judgment, but this has now been denied by the Supreme Court. We shall now await the outcome of the remedy hearing (which will decide what needs to be done to compensate past discrimination) and Government's proposals for rectifying the discriminatory transition arrangements. **This highly important issue is the subject of Congress Motion 64: *Public service pensions*.**

Increased security for pension scheme members

In its latest Annual Funding Statement, The Pensions Regulator (TPR) outlined its plans for increased security for pension scheme members. Pressure from TPR to meet pension scheme deficits more quickly and to budget for higher funding levels may well mean more employers will look to close their Defined Benefit schemes. Trade Unions should be alert to this and take appropriate action where necessary.

What does the future look like for working people when they retire?

Record numbers of people, (10 million +), are now in a workplace pension scheme thanks to auto-enrolment. New, higher minimum contribution rates came into effect in April this year – the total minimum contribution is now 8% of salary, of which employers must pay at least 3% of pay. But is this enough?

The "Pensions Dashboard" will gather together data from all pension schemes – which will be a significant step in helping people understand their financial future, but government plans are falling behind. And following in the footsteps of the successful negotiations of the CWU with Royal Mail, will Collective Defined Contribution (CDC) schemes become the future?

There are exciting times ahead, but, as our surveys show, there is a real need for greater understanding and awareness of pensions so that working people make sure they achieve the best they can.

Want to receive our regular briefings?

We produce regular briefings on topical issues for people with an interest in the trade union movement. You can find these on our website or they can be emailed to you. If you would like to subscribe to the briefings please go to the link below and click Select Subscriptions <https://www.firstactuarial.co.uk/knowledge-bank/trade-union-briefings/>

To get more information on any of the issues contained in this or any other trade union briefing, please contact Hilary Salt at hilary.salt@firstactuarial.co.uk or call 0161 348 7441 or come and speak to us at Stand 6.

Enjoy Brighton!

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