

The Defined Benefit (DB) section of the scheme closed on 31 March 2004. All active members joined the Defined Contribution (DC) Section of the Fund on 1 April 2004.

**This factsheet is for illustrative purposes only and confers no right to benefit.**

**The Trustee has taken care to ensure that this fact sheet is accurate. However, the Trustee can only pay benefits in accordance with the Rules of the Fund and the law. In the event of any error, the Rules and the law will always override this fact sheet.**

**The Rules applicable to you, and the benefits to which you are entitled, depend on the date on which you left "Service" in the Fund. If you left Service before 31 March 2004, not all of the benefits set out in this factsheet will apply to you.**

### 1. Flexible benefits

The DC Plus section of the Fund does not provide flexible benefits or income drawdown. If a member wishes to access pensions flexibilities they will need to transfer out of the Fund to a provider who offers this facility.

### 2. Member contributions

The BZW section of the Credit Suisse Group (UK) Pension Fund is non-contributory and therefore no contributions are recorded.

### 3. Normal retirement

Normal retirement age (NRA) is 60.

Normal retirement date (NRD) is the member's 60<sup>th</sup> birthday.

### 4. Transfer of benefits

Members may transfer their BZW Section benefits to another registered pension arrangement at any time before they become payable. However, if the application to transfer is made within one year of the member reaching normal retirement age, the transfer can only go ahead with the approval of the Fund Trustee.

The transfer quotation from the Fund is guaranteed for three months from the guarantee date. If acceptance is

received after that time a new quotation will be required and a charge will need to be paid for this new quotation. This will be clearly set out on any paperwork relating to a transfer value.

Members are only entitled to receive one free of charge transfer value quote within a 12 month period. Should an additional calculation be required a fee of £300 (inc VAT) is payable.

If members have a DC fund or have been paying Additional Voluntary Contributions (AVCs) to the Fund, these can be added to the DB transfer value and included in the amount transferred. The DC fund and/or AVCs can be transferred without transferring the DB benefits.

Active DC Plus members must opt out of the Fund in order to take a statutory transfer of DC benefits, otherwise transfer out may be possible with Trustee consent.

### 5. Transferring fund details

<b>PSTR Number</b>	00016198RT
<b>ECON</b>	E3800773B
<b>SCON</b>	S0319881M

### 6. Fund registration

The Fund is registered with HM Revenue and Customs (HMRC) for the purposes of Chapter 2 Part 4 of the Finance Act 2004.

### 7. Contracted-out status

The Fund was contracted out of the State Second Pension (S2P) until 1 April 2004. However, if a member left the Fund prior to this date, their date of contracting out would have ceased at their date of leaving.

### 8. Deferred pension for BZW section

The deferred pension at date of leaving is calculated as 1/60 of the Final Pensionable salary for each year and complete month of pensionable service.

At State Pension Age the pension is reduced by 1/80th of the Basic State Pension in force at date of leaving for each year of Pensionable Service.

*Note: for members of the legacy BZW Section, Final Pensionable Salary is at the date of actually leaving Service, taking a transfer of benefits, NRD or death (whichever occurs*

first). Some members elected for inflation-proofing of their Final Pensionable Salary instead, in which case different calculations apply. The Earnings Cap applies to certain members. For legacy BZW Section members, Pensionable

Service will only be accrued in the DB Sections up to 31 March 2004 (or, if earlier, the date of leaving Service).

### 9. Increases in deferment

The revaluations that apply in deferment for the BZW section of the Fund are as follows:

Section	BZW
Pre 88 GMP	Fixed rate dependent on date of leaving
Post 88 GMP	Fixed rate dependent on date of leaving
Pre 97 excess	Statutory increases (where the date of leaving is before 1 January 1986, statutory revaluation rates do not apply to non-GMP elements).
Post 97	Statutory increases

**GMPs** are subject to Fixed Rate Revaluation for each complete tax year from date of leaving to GMP Age (60 for Females, 65 for males) as shown below:

Date of leaving:

- prior to 06/04/1988 **8.5% p.a.**
- after 05/04/1988 but prior to 06/04/1993 **7.5% p.a.**
- after 05/04/1993 but prior to 06/04/1997 **7.0 % p.a.**
- after 05/04/1997 but prior to 06/04/2002 **6.25% p.a.**
- after 05/04/2002 **4.5% p.a.**

### 10. Increases in payment

The increases that apply in payment for the BZW section of the Fund are as follows:

Section	BZW
Pre 88 GMP	No increases
Post 88 GMP	Statutory (CPI max 3%)
Pre 97 excess	In line with RPI up to max 5%
Post 97	In line with RPI up to max 5%

Increases in payment are applied on 1 April each year.

Please note for females retiring before age 60 or males retiring before age 65 the pension is increased as follows:

- **Females:** the whole of the pension will increase in line with RPI subject to a maximum of 5% a year, to age 60. From age 60, the increases set out above will apply.
- **Males:** the whole of the pension will increase in line with RPI, subject to a maximum of 5% a year, to age 65. From age 65, the increases set out above will apply.

## 11. Definition of a spouse

A person the member is legally married to or a registered Civil Partner at the date of death. The Trustee may use their discretion to award a spouse's pension to an unmarried partner [or a dependant]. Proof of financial dependency would be required, and other conditions apply.

## 12. Death benefits

Members are encouraged to keep details of their nominated beneficiaries up-to-date by completing a Nomination Form. A nomination form can be obtained by contacting the DB Administration team on 0800 368 6870.

The recipient(s) of any lump sum are determined at the discretion of the Trustee, and in making their decision the Trustee will take account of any nomination form completed by the member.

### i. Active members (death before pension commences)

An active member of the Fund is a member who is actively contributing to the DC Plus Section of the Fund. They will have active member benefits under DC Plus as well as deferred benefits in the BZW Section.

**Lump sum benefit:** A lump sum benefit would be payable as follows:

- BZW Section benefit: if the member dies on or after NRD, a lump sum equal to the maximum PCLS the member could have taken if they had retired immediately before death, plus a lump sum equal to the remainder of the 5-year guarantee (disregarding increases); and
- DC Plus Section benefit: 4 times the member's pensionable salary (plus AVCs), **less** any amount provided under the BZW Section as described above.

**Spouse's pension:** A spouse's pension would be payable as follows:

- BZW Section benefit: a pension of half of the member's deferred pension at date of leaving revalued from date of leaving to the date of death.
- DC Plus Section benefit: a pension of 1/3<sup>rd</sup> of the member's pensionable salary at date of death, **less** the amount of the benefits provided under the BZW Section as described above.

### Children's pension

- DC Plus Section benefit: a pension of 1/6<sup>th</sup> of the member's pensionable salary at date of death for each child up to a maximum of 2.
- BZW Section benefit: a pension of a proportion of the spouse's pension, depending on the number of children. If there is no surviving spouse, the children's pension is doubled.

Number of Pensionable Children	Percentage of spouse's pension
1	20%
2	30%
3	40%
4 or more	50%

### Dependant's pensions

If there is no surviving spouse, the Trustee of the Fund may consider paying a dependant's pension of up to the same amount. This is subject to the Rules of the Fund and to meeting dependency criteria. There is also an option for a member to sacrifice pension on retirement for an additional dependant's pension, with Trustee consent.

### ii. Deferred members (death before pension commences)

A deferred member of the Fund is a member who is no longer contributing to the Fund.

**Lump sum benefit:** If the member dies on or after NRD, a death benefit would be payable equal to the maximum PCLS the member could have taken if they had retired immediately before death, plus a lump sum equal to the remainder of the 5-year guarantee (disregarding increases).

**Spouse's pension:** The spouse would receive a pension of 50% of the member's pension at date of leaving revalued to date of death.

### Children's pension

A pension of a proportion of the spouse's pension, depending on the number of children. If there is no surviving spouse, the children's pension is doubled.

Number of Pensionable Children	Percentage of spouse's pension
1	20%
2	30%
3	40%
4 or more	50%

**Dependant’s pensions**

If there is no surviving spouse, the Trustee of the Fund may consider paying a dependant’s pension of up to the same amount. This is subject to the Rules of the Fund and to meeting dependency criteria. There is also an option for a member to sacrifice pension on retirement for an additional dependant’s pension, with Trustee consent.

Benefits may also be paid from the DC Plus Section.

**iii. Pensioner members (death after pension commences)**

**Spouse’s pension:** Should a member die once payment of pension has commenced his/her spouse would receive a pension of 50% of the member’s pension before allowance for commutation (or surrender for a dependant’s pension) and before application of the basic state pension deduction. Specific underpins are applicable for certain members (members who joined the BZW Section pre-20.02.1992, and a member who retired at or after NRD and dies before age 65).

Benefits may also be paid from the DC Plus Section.

**Lump sum:** A 5 year guarantee (disregarding increases) applies. Any balance of the 5 year guarantee is paid as a lump sum unless the member was over age 75 at date of death (or would have been over age 75 at the date of payment) in which case the benefit will be paid as a trailing stream of payments.

**Children’s pension**

A pension of a proportion of the spouse’s pension, depending on the number of children. If there is no surviving spouse, the child’s pension is doubled.

Number of Pensionable Children	Percentage of spouse’s pension
1	20%
2	30%
3	40%
4 or more	50%

**Dependant’s pensions**

If there is no surviving spouse, the Trustee of the Fund may consider paying a dependant’s pension of up to the same amount. This is subject to the Rules of the Fund and to meeting dependency criteria. There is also an option for a member to sacrifice pension on retirement for an additional dependant’s pension, with Trustee consent.

**13. Early retirement**

Under current legislation pension benefits can be taken from age 55. Some members with a protected pension age can take benefits from age 50. Benefits taken before normal retirement age will be reduced to reflect that they will be in payment for longer.

Under early retirement, the member’s excess pension is revalued to the assumed date of early retirement as described above. An assumed future revaluation rate of 3% for each year from the date of early retirement to the member’s normal retirement age is applied. GMP is revalued by a fixed rate to Normal Retirement Age. An Early Retirement Factor (ERF) is then applied. Early retirement factors are interpolated for years and months early.

**Fund factors are reviewed periodically by the Trustee, so please ensure you are using an up-to-date version of this fact sheet.**

The ERFs for a normal retirement age of 60 are as follows:

Age	ERF
55	0.77
56	0.81
57	0.85
58	0.90
59	0.94
60	1.00

**EXAMPLE: Early retirement at 55 from deferred, Normal retirement age of 60 (5 years early)**

Date of leaving:	<b>1 July 2012</b>
Assumed date of early retirement:	<b>1 July 2022</b>
Normal retirement date (age 60):	<b>1 July 2027</b>
Pension at date of leaving:	<b>£3,000.00 (all post 97)</b>
Statutory revaluation factor for 10 years:	<b>1.191</b>
ERF 5 years early:	<b>0.77</b>
Revalued for 10 years to date of early retirement:	<b>£3,000.00 x 1.191 = £3,573.00 p.a.</b>
Projected for 5 years to normal retirement date:	<b>£3,573.00 x 1.03<sup>5</sup> = £4,142.09 p.a.</b>
Reduced for payment 5 years early:	<b>£4,142.09 x 0.77 = £3,189.41 p.a.</b>

## 14. Normal retirement

Benefits at date of leaving are revalued as described above for each complete year from the date of leaving to the date of calculation.

**EXAMPLE: Normal retirement age of 60 from deferred**

Date of leaving:	<b>1 July 2012</b>
Date of calculation:	<b>1 July 2022</b>
Normal retirement date (age 60):	<b>1 July 2027</b>
Pension at date of leaving:	<b>£3,000.00 (all post 97)</b>
Statutory revaluation factor for 10 years:	<b>1.191</b>
Revalued for 6 years to date of calculation:	<b>£3,000.00 x 1.191 = £3,573.00 p.a.</b>

## 15. Late retirement

The member can defer taking their pension beyond their NRD. The benefits will be calculated to NRD and uplifted by a Late Retirement Factor (LRF) for complete years late (interpolate between factors for months).

**Fund factors are reviewed periodically by the Trustee, so please ensure you are using an up-to-date version of this fact sheet.**

The LRFs for a NRA of 60 are as follows:

Age	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75
LRF	1.00	1.06	1.13	1.20	1.28	1.36	1.45	1.54	1.66	1.78	1.93	2.09	2.26	2.46	2.68	2.93



**EXAMPLE: Late retirement at 63, Normal retirement age of 60 (3 years late)**

Date of leaving:	<b>1 July 2012</b>
Normal retirement date (age 60):	<b>1 July 2022</b>
Pension at date of leaving:	<b>£3,000.00 (all post 97)</b>
Statutory revaluation factor for 10 years:	<b>1.191</b>
LRF 3 years late:	<b>1.20</b>
Revalued for 10 years to normal retirement date:	<b>£3,000.00 x 1.191 = £3,573.00 p.a.</b>
Increased for payment 3 years late:	<b>£3,573.00 x 1.20 = £4,287.60 p.a.</b>

## 16. Ill health retirement

If the member's life expectancy is less than 12 months then a serious ill-health lump sum may be granted by the Trustee. A letter from the member together with medical reports would need to be provided.

The member may be able to take their pension early subject to satisfying the incapacity conditions under the Rules of the Fund. Benefits payable on ill health are determined on a case-by-case basis by the Actuary in accordance with the Rules of the Fund and therefore cannot be summarised in this fact sheet.

## 17. GMP at GMP Age

The Pre and Post 88 GMPs will be revalued to GMP Age using the appropriate fixed rate percentage.

For members retiring prior to GMP Age the non-revalued Pre and Post 88 GMP elements will be included in the Pre 1997 excess pension and excess pension increases in payment will be applied prior to GMP Age. Upon reaching GMP Age, the GMP elements are separated out and the Pre 1997 excess element is reduced by the total of the Pre and Post 88 GMP elements. GMP and excess increases in payment then apply.

An anti-franking check is carried out at GMP Age for all male members that retired between ages 60 and 65.

## 18. Statutory minimum underpin (members active at 31 March 2004 only)

A guarantee applies to the BZW benefits of members who were active at 31 March 2004. The guarantee ensures that the benefits payable are no less than the member would have received had they left service on 31 March 2004.

The underpin check is carried out when the date of leaving is within a year of the date the estimate is produced, and the member will receive the higher benefit.

## 19. Commutation factors

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Commutation means giving up part of the pension payable from retirement in exchange for a cash lump sum (Pension Commencement Lump Sum – see below). Members have the option to take a cash sum but can choose not to. The commutation factor is the amount of cash lump sum a member will receive for each £1 p.a. of pension that is given up.

Commutation factors are subject to actuarial change on a monthly basis so cannot be provided in this fact sheet.

Where members have multiple benefit types within the Fund these will be used to provide a cash lump sum (if selected by the member) in the following order:

1. **AVC Funds (direct)**
2. **Defined contribution funds (direct)**
3. **Defined benefit pension (commuted)**

## 20. Glossary terms

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### Pension Commencement Lump Sum (PCLS)

Members can take part of their benefit as a tax free cash sum at retirement, called a PCLS. The amount which can be taken as cash is subject to a limit set by HMRC, usually 25% of the value of the benefits taken from the Fund.

However, the PCLS is subject to individual transitional protection, meaning that the pre A-Day (5 April 2006) HMRC limits may continue to apply if it is more beneficial to the member (“protected tax free cash”). Where a member does benefit from this protection, a PCLS in excess of 25% of the value of the benefits taken from the Fund may potentially be taken as a tax free cash lump sum. PCLS at A-Day will be calculated upon request to check if the member is entitled to the higher tax free lump sum. In order to calculate this, the member’s gross earnings prior to 2006 will be requested.

### The Lifetime Allowance (LTA)

The Government sets an LTA for each tax year. If the total value of your pension from all arrangements is more than this limit a “Lifetime Allowance charge” may apply.

Some members may also have certain protections from the LTA charge (e.g. “fixed protection”, “individual protection”, “enhanced protection” or “primary protection”).

The LTA amount is subject to change each year in accordance with HMRC legislation.

### The Annual Allowance (AA)

The Government sets an AA for each tax year. The AA is the maximum amount of tax-relievable pension savings a person can make into the pension schemes of which they are a member in any given year.

If members flexibly access any DC or AVC benefits that they hold within any pension arrangement (e.g. where they take a taxable withdrawal), a reduced annual allowance will apply to any future DC contributions they make. This is known as the Money Purchase Annual Allowance (MPAA).

### Pension Input Period (PIP)

A PIP is the period over which the pension input amount under an arrangement is measured so that a check can be made to see if the Annual Allowance for the related tax year has been exceeded.

The current pension input period for the Fund is 6 April to 5 April of the following year.