Marshalls Plc Pension – FAQ's On Leaving Service

Can I still contribute directly to the Marshalls plan through Aviva Pension?

No. The Marshalls Savings and Retirement Plan is a Defined Contribution (DC) Workplace Pension Scheme so payments will cease when you leave the company. However, both employer and employee contributions will continue to be made to the plan in the usual way until your employment with the company ends.

What will happen to the funds I have already built up in the plan?

Your fund is held in your name and in your own account within the scheme and can only be used for your benefit. It will remain be invested in either the default lifestyle investment option or the specific fund or funds you chose as an alternative. It will continue to fluctuate in value in line with the performance of these funds.

What options do I have?

i. You can leave your money invested in your DC pension pot as described above (this will be your default option if you don't make another choice) and you will become what is called a deferred member. If you initially choose this option it will not prevent you from exercising options ii. or iii. below in the future.

ii. If you are aged 55 or over you can consider taking benefits from your DC pension pot.

iii. You can transfer the total value of your DC pension pot (including the value of the employer's contributions) to another registered pension scheme or to a qualifying overseas pension scheme.

Please visit the Aviva website for more information about transferring to another pension scheme. Please note that, like all legitimate pension providers, Aviva will scrutinise all transfer requests carefully. This is to ensure that members do not lose some or all of their pension savings to a pension scam.

Please be aware that contact out of the blue from a Financial Adviser, Scheme or consultant (sometimes called "cold calling") is now illegal.

The Financial Conduct Authority (FCA) has provided more information about pension scams through the following links:

www.fca.org.uk/scamsmart

www.fca.org.uk/consumers/protect-yourselfscams

You should also note that in addition to losing their pension fund, those who fall victim to scams may receive demands for significant tax charges and fines imposed by HMRC due to the fact that their pension has been accessed unlawfully.

What happens to my Death in Service Cover if I leave the DC Scheme?

The life cover provided through the separate Death in Service Scheme stops when you leave the Company. However, the full value of your DC pension pot will pass to your nominated beneficiary or beneficiaries.

Please note that if you have not made a specific nomination it will fall to Aviva in their role as Scheme Trustees to establish who should benefit from the funds.

Generally, if you are under the age of 75 at the date of your death the funds will be passed on free of tax and would normally form part of your estate.

What if I am also a deferred member of the Marshalls Plc Defined Benefit (DB) Scheme?

Benefits ceased to accrue for members in this scheme on 30th June 2006 and since that time have been subject to statutory revaluation.

If you do have a deferred entitlement in this scheme and are aged 55 or over you have the option of considering early retirement. However, an early retirement penalty will normally be applied to your benefits.

Deferred members of the DB scheme also have the option of transferring their benefits out of the scheme.

However, DB transfers are a highly complex area and are therefore strictly regulated by the FCA. The regulations state that a deferred member of a DB scheme who has a transfer value of £30,000 or more, is obliged to obtain advice from and Independent Financial Adviser before a transfer can take place.

The warnings regarding pension scams and cold calling mentioned above apply equally to benefits held in DB schemes as well as DC schemes.