

Imprint

OSPS

November 2022

A newsletter from your Trustees

University of Oxford Staff Pension Scheme ('OSPS' or 'the Scheme')

Welcome to our latest issue.

You will be aware that pension schemes have been in the news recently. The reaction to the former Chancellor of the Exchequer's 'mini-budget' included a short period of extreme volatility in the gilts (bonds issued by the UK Government) market. Pension schemes hold gilts as 'protection' or 'low risk' assets because of the link between gilt yields and the way in which pension scheme liabilities are calculated. OSPS was largely unaffected by this turmoil and in fact the funding position of the

Scheme has benefitted overall from the trend of rising interest rates.

Diverse strategy

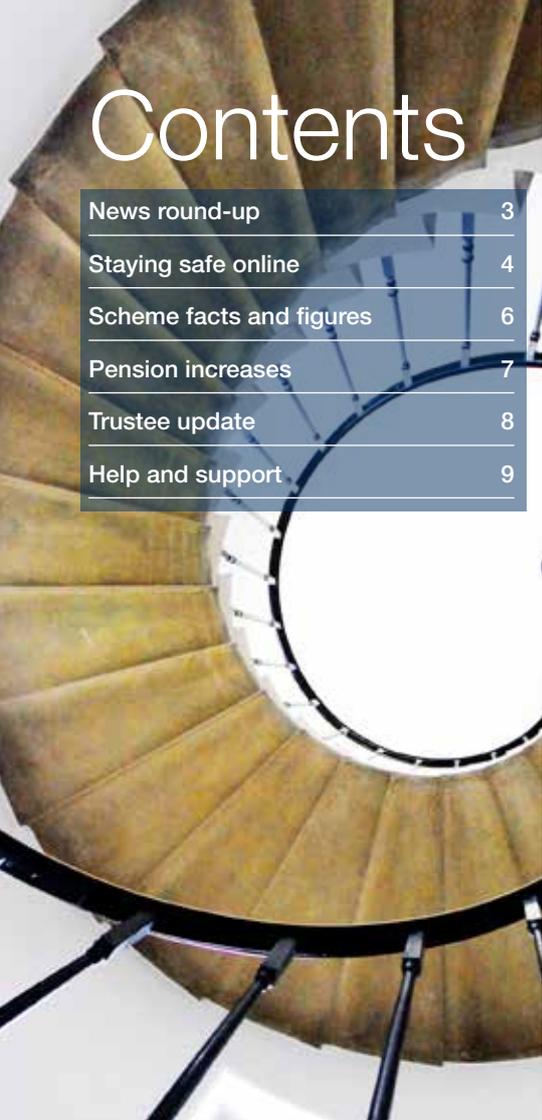
Pension schemes such as OSPS invest for the long term and our approach is designed to be resilient in the face of short-term market upsets, as happened recently. We run a diversified asset strategy, investing across a range of different asset classes, so that the Scheme is not overly affected by one market going through a rough patch. This also means that we are well-placed to take advantage of opportunities and have been able recently

to do just this, which is why the Scheme's overall position has improved.

Valuation under way

One update is missing, however – the summary funding statement. In years when an actuarial valuation is under way, we are not required to produce a full statement. Instead, you will find a reminder of the latest figures available in the supplement. That said, we are encouraged by early signs that the funding position has remained strong both at the date of the valuation, and since – in spite of recent events.

Continued overleaf



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Welcome continued

You can read more about this– and find the other regular updates (membership, accounts, investments) in the ‘Scheme facts and figures’ supplement on the pension website.

Latest news

Returning to Imprint, we begin the issue with our news section, covering the new powers we have as Trustees to take steps

if we think any members planning to transfer out are the victims of a pensions scam, as well as a forthcoming online ‘pensions dashboard’ that will help you keep track of all your benefits.

I hope you find the newsletter interesting and informative.

Nick Sykes
Chair of the Trustee

News round-up

New Trustee powers

As part of the ongoing fight against pension scams, scheme trustees have now been given legal powers to act if they think any member asking for a transfer is at risk.

In most cases, we would still expect transfers to go ahead as normal. However, new rules have been set that identify certain warning signs as 'amber' or 'red' flags, which might suggest fraudulent activity taking place in the background.

We must now check for these flags. Depending on what – if anything – we find:

- We can pause the transfer until the member contacts Moneyhelper for free guidance (see page 11).
- We can also stop the transfer altogether if we believe the risks are especially high.

If you are considering a transfer out of the Scheme, you will receive an information pack with your quotation: the pack will also contain the latest on our powers to act against a potential scam. You can also read more on the Pension Regulator's website – go to **www.thepensionsregulator.gov.uk** and choose Document library > Scheme management detailed guidance > Administration > Dealing with transfer requests.

Pensions Dashboard

Acting on directions from the Government, the pensions industry has been developing a 'pensions dashboard' over the last few years. A pensions dashboard is a type of website that aims to simplify planning for retirement. Users will be able to view in one place, quickly and securely, the details of all the various savings and pensions they might have.

Creating the dashboard involves industry-wide collaboration between pension scheme trustees, advisers and administrators, as well as technical experts. To help gather and use all this knowledge, the Money and Pensions Service (or 'MaPS') formed the Pension Dashboards Programme (PDP) team to manage the overall development of the site.

So far, the framework of the site has now been built, and an early group of volunteer providers are testing data on the system. We expect the larger UK pension schemes to connect to the Dashboard around spring/summer 2023.

Find out more at **www.pensionsdashboardsprogramme.org.uk**.



Staying safe online

In this day and age – and in particular, following the lockdown periods of the pandemic – we carry out so many activities online: we can socialise, shop, enjoy films and television and, especially, carry out financial transactions and manage our money.

Sadly, this means we are more vulnerable to scammers, who may be able to make use not only of any money they might steal, but also any information they can find out about you. In this issue, we are following up last year's 'cyber-crime' piece (which gave you warning signs to look for in suspicious e-mails) with a look at ways to protect your online security.

The guidance below is a summary based on information on The Cyber Aware website (set up by the Government's National Cyber Security Centre). It includes some guidance on how to keep your details as safe as possible. You can read the full guidelines and explore the Cyber Aware website at www.ncsc.gov.uk/cyberaware.

Use a strong, unique password – such as three random words – to protect your e-mails.

It's a good idea to protect all of your online accounts with strong passwords. However, if a scammer gains access to your e-mails, they may find your other accounts and get into them by pretending they've 'forgotten your password'.

CyberAware recommends using three random words because the harder it is for a fraudster to piece together your password logically, the stronger it is. If possible, it can help to include numbers or symbols if the account allows you to use

special characters. Of course, you have to be able to remember your passwords – but it is important not to choose something that is easy for someone to link to you, such as your birthday, or names of friends or pets, say.

Double your protection.

Wherever you can, use 'two-factor authentication' (or '2FA') to protect your accounts. It might make accessing them a bit more time-consuming – but it's worth it to make access more difficult for the scammers too.

Save your passwords.

Browsers like Chrome or Edge can store your passwords securely and supply them for you when logging into your accounts. This can avoid the need for you to write passwords down somewhere where someone could find them.

Back up your information.

Backing up regularly means you can still retrieve your information if it is lost or stolen. You can do this on a separate device or in the cloud (if your provider offers it).

Stay up to date.

Software updates on phones and tablets can feel inconvenient from time to time, but it is worth installing them as soon as possible. They will include the latest protection against viruses or malicious software alongside any other improvements.



Scheme facts and figures

This page shows headline figures from the OSPS report and accounts for the year that ended on 31 March 2022.

You can find a more detailed breakdown in the 'Scheme facts and figures' document in the 'Documents' section of the pension website.

Between 1 April 2021 and 31 March 2022, the value of the Scheme increased by

£58.9 million

£51.0 million

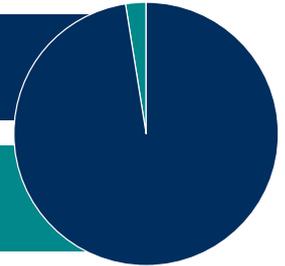
mainly due to the rise in value from the Scheme's investments

On 31 March 2022 the Scheme's total value was

£988.0 million

DB section
£963.5 million

Investment Builder section
£24.5 million



Between 1 April 2021 and 31 March 2022 the Scheme paid out

£24.2 million

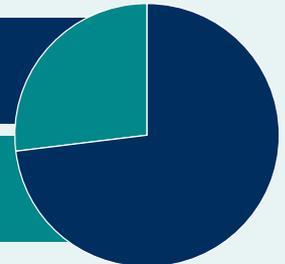
in pensions and benefits

At 31 March 2022 the Scheme had

19,272 members

DB section
14,110

Investment Builder section
5,162



Pension increases

The increases your pension receives each year are linked to inflation – that is, the rising cost of living – measured at the previous September. This applies to deferred members (the increases your pension receives between leaving the Scheme and retiring), as well as pensioners (the yearly increase to your pension in payment).

With this in mind, you may be wondering if the high rates of inflation we have been experiencing recently might have an impact on you, given the limits the Scheme has in place on certain increases.

We have been monitoring the situation, and in fact, we believe that Scheme pensions for most DB members will have a significant level of protection against rising prices. This is because different parts of your pension receive different increases, in line with rule changes the Scheme has made over the years. For those of you interested, we have included a table with the detail above, but in brief, the pension you built up:

Benefits built up...	Increases in service/deferment	Increases in payment
Up to and including 31 December 2012	Inflation measured as the average of the Retail Prices Index (RPI) and Consumer Prices Index (CPI)	Inflation measured as the average of RPI and CPI
From 1 January 2013 to 31 March 2018	<p>Joiners before 1 February 2013: In line with RPI (up to 8%)</p> <p>Joiners from 1 Feb 2013: Average of RPI (up to 8%) and CPI (up to 8%)</p>	Average of RPI (up to 8%) and CPI (up to 8%)
From 1 April 2018	In line with CPI (up to 5%)	In line with CPI (up to 5%)

- to 31 December 2012 increases fully in line with inflation;
- from 1 January 2013 to 31 March 2018 increases in line with inflation up to 8% a year; and
- from 1 April 2018 onwards increases in line with inflation up to 5% a year.

So, for next April's increase:

- Benefits built up before 1 January 2013 will increase by 11.35%.
- Benefits built up between 1 January 2013 and 31 March 2018 will increase by 8%.
- Benefits built up from 1 March 2018 will increase by 5%.

Trustee update

The Trustee board is normally made up of eleven Directors – the ‘Trustees’. As you may be aware, by law, at least a third of the trustees on any scheme board must be nominated by the membership. As a master trust, we are also required to have an overall majority of Trustees who are not employed by the University.

The structure of our board allows for this, with five member-nominated Trustees. The Trustees have recently reviewed the arrangements for appointment of these Trustees in light of the changing membership of the Scheme and industry requirements and practice. In future any member may nominate themselves for member-nominated

Trustee vacancies, although sometimes, to comply with the law, we have to appoint Trustees who are not University employees. A selection panel from the Trustee board (including two member-nominated trustees who are not up for re-appointment) will decide the selection of nominees when there is a vacancy.

The other six Trustees are selected by the University (five by the Council of the University, and one by the Vice-Chancellor, following discussion with the rest of the board).

There have been a number of changes to the board since our last issue. Three Trustees have stepped down on reaching

the end of their terms of office. We would like to thank Lynette Cole, Nick Standen and our pensioner-appointed Trustee Leo Catney for their service and commitment to the Scheme.

Succeeding our outgoing University Trustees are Nick Badman and Dan Snape, and Margaret Hauser is our newest member-nominated Trustee. We are looking forward to working with them over the coming years. Lucille Savin’s term as a member-nominated Trustee has been extended while we made the above changes. Including that position, there are two positions available for member-nominated Trustees and we will fill these as soon as possible.

University-appointed	
Mr Nick Sykes	Independent Chairman
Mr Charles Alexander	Merton College
Mr Nick Badman	Exeter College
Professor Gordon Clark	Smith School of Enterprise and the Environment
Mr Jamie Clark	Hertford College
Mr Dan Snape	Said Business School

Member-nominated	
Mrs Margaret Hauser	Pensioner
Ms Kate Kele	Estates Services
Ms Lucille Savin	Merton College
Mr Kevin Valentine	Department of Chemistry
[vacancy]	

Help and support

If you need to find any further information about the Scheme, please check the pension website in the first instance:

<https://finance.admin.ox.ac.uk/osps>



The website includes information about both the Scheme's sections, as well as any of its official documents or forms you might need.

DB section members – you may also find it useful to read the 'pre-retirement' information on the site, which outlines the actions you need to take in the months before you stop work.

Investment Builder members – you have access, through a link on our site, to a secure area on Legal & General's website called 'Manage your account'. Here you can view your latest retirement savings amount and change your investment choices if you want to.

Please remember to answer the 'Did you find this useful?' question at the foot of each page – 'Yes' or 'No' only takes one click. If you need to give more detailed feedback, please contact the Pensions Office using the contact facility on the site, or the details overleaf.



Pensions Office

If you have any issues using the website, or need to speak to someone in person about your benefits, the Pensions Office are happy to help. Here are their contact details.

Telephone: **01865 616020**

Email: **OSPS@admin.ox.ac.uk**

Post: **The Pensions Office
Finance Division
University of Oxford
6 Worcester Street
Oxford
OX1 2BX**

Please also contact the Pensions Office if any of your personal details have changed in a way that could affect your benefits, Examples include:

- Marriage or divorce;
- Starting or ending a civil partnership;
- Changing your address;
- Having a child;
- Losing a family member.

(Please note that an event like this may also mean you need to fill in a new expression of wish form, which you can find on the pension website.)

The Tracing Group

The Pensions Regulator requires us to keep addresses for our members up to date and we have appointed a specialist company, the Tracing Group, to help us with this. Each year we ask them to try and verify the addresses of preserved and pensioner members using a variety of tools at their disposal.

A number of members ask us why we are trying to trace them, when they have been receiving letters and payslips from us for a long time or they have not moved recently. Sometimes The Tracing Group cannot verify the addresses for members using the tools they have available. In these cases, they contact members or relatives directly for further information and ask for identifying details to ensure that they have the correct information. It is safe to reply to these enquiries as they are not scams, though we understand why some of you are cautious when receiving letters of this nature.

If you prefer, you can email us on osps@admin.ox.ac.uk to confirm or correct your contact details. If you do this, please call the Tracing Group and tell them you have contacted us directly.

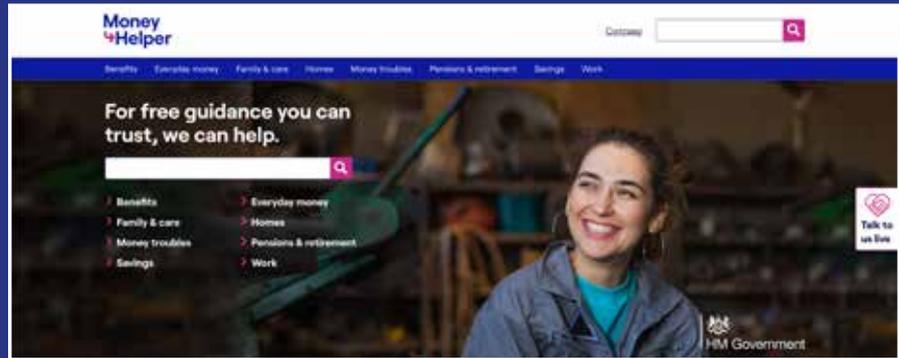
MoneyHelper

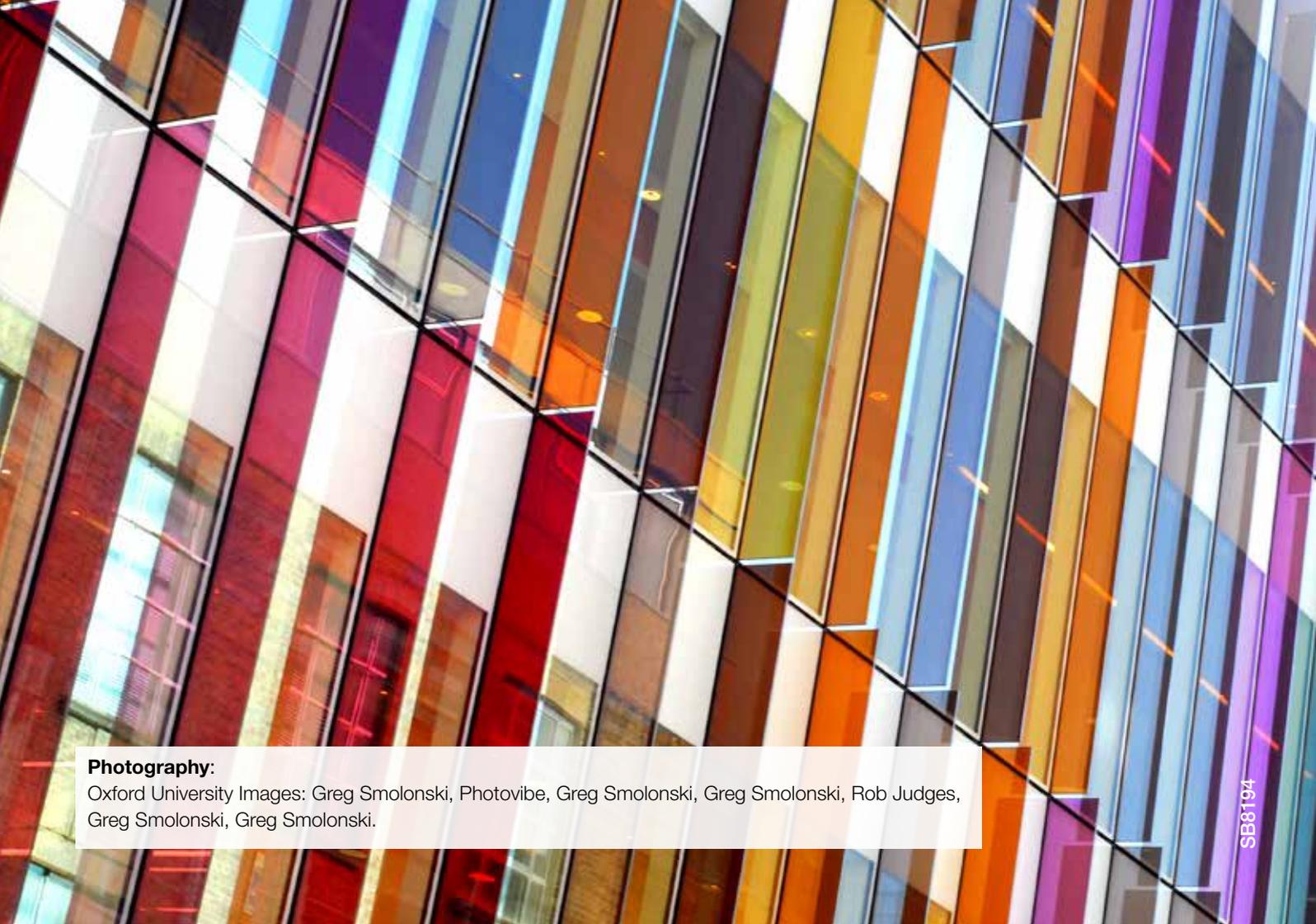
Our pension website focuses on our Scheme, as you would expect – but if you need wider help and guidance with saving for retirement, or any other money matter, it is worth visiting MoneyHelper.

MoneyHelper was set up by the Government's Money and Pensions Service as a 'one-stop' source for any financial information you might need, covering topics such as saving, budgeting, managing debt, mortgages and loans, insurance, as well as pensions and benefits.

If you are over 50, you can also book a 'Pension Wise' appointment to talk through your retirement options with an expert (this is mainly intended for members of defined contribution plans – like Investment Builder – but are open to anyone).

www.moneyhelper.org.uk/en





Photography:

Oxford University Images: Greg Smolonski, Photovibe, Greg Smolonski, Greg Smolonski, Rob Judges, Greg Smolonski, Greg Smolonski.