



Lifeboats

A QUICK GUIDE TO HELPING YOU NAVIGATE RETIREMENT

PLANNING



What you need to **think** about



What you need to **do now**

GETTING CLOSER TO RETIREMENT



What you need to **think** about



What you need to **do now**



Credit: Sportography

PLANNING

What you need to **think** about

How can I know if I am saving enough for retirement?

How much money you'll need in retirement is personal and will depend on:

- When you want to retire.
.....
- Your outgoings in retirement.
.....
- Whether you plan to work in retirement.
.....
- The value of your pensions and other savings or income. Any Defined Contribution pension usually has a £ value. Any Defined Benefit pension will be based on how long you paid into the Scheme and your salary.
.....
- Your State Pension and when it starts.
.....
- How long you'll live. Although this isn't certain, most of us will live longer than our parents' generation.
.....



Credit: RNLI

What you need to **do now**



Get a good idea of how much money you'll need in retirement at:

www.retirementlivingstandards.org.uk

This is put together by The Pension and Lifetime Savings Association (PLSA).



Track down previous pensions

You may have other pensions that are worth factoring into your plans, as how you take each pension may affect the rules for taking all your pensions.

www.gov.uk/find-pension-contact-details



Get an idea of how long you could live

To understand how long your pension savings need to last, go to: Life expectancy calculator – Office for National Statistics

www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/articles/lifeexpectancycalculator/2019-06-07

PLANNING

What you need to **think** about

What can I do about where my pension pot is invested?



All workplace pension schemes, including the RNLI's, need to have a Default Investment Option (DIO) for members that don't make their own investment choices. Therefore, if you haven't chosen your own funds, your pot is invested in the DIO. The DIO automatically switches where your pension is invested in the approach to retirement to funds that are suitable for accessing your benefits flexibly. Around 95% of members are invested in the DIO.

If you're thinking of buying an annuity or taking all your pension pot as cash, you need to check whether the DIO is suitable for you. You can either select your own funds, from the Aviva range, or you can change your investment to an 'alternative investment strategy' targeting either an annuity or cash. These are broadly similar to the DIO until the 5 years before your retirement date.

What about my State Pension?

The current State Pension is around £9,400 per year. How much you'll be paid is based on your National Insurance record. To find out your own State Pension age and amount go to:

www.gov.uk/check-state-pension

Don't forget to check your State Pension Age too, as it's now 66, 67 or 68 depending on when you were born. Think about whether you need to adjust your Aviva retirement age to be in line with your State Pension Age.



Credit:
RNLI/Peter Harris



What you need to **do** now



Understand your investment options and align them with your plans

For more on your options, go to the 'investing' section of the 2021 Member Handbook:

<https://rnlipensions.org.uk/documents/rnli-gpp-member-handbook.pdf>

For more on the Aviva funds go to:

<https://library.aviva.com/tridion/documents/view/aepen68b.pdf>

<https://library.aviva.com/tridion/documents/view/aepen68c.pdf>



Set the age that you want to turn your pension pot into a retirement income

If you're invested in the DIO or one of the alternative strategies, then your pot is gradually moved in the 15 years leading up to your retirement age.

The DIO is set up to have a retirement age of 65. Your Aviva statement shows your retirement age.

ACTION



Check that how your pot is invested is in line with your intended retirement plans.

If you're not sure how you might take your pot and you're over 50, find out more about the options available to you by talking to Pension Wise.

ACTION



If the retirement age on your Aviva statement is not the age that you plan to retire, call Aviva and change the age that you wish to retire. Your investments will then start switching in line with your plans.

PLANNING

What you need to **think** about

Where can I get more information about my RNLi benefits?



Aviva provides the RNLi Group Personal Pension Plan. You can access your account online at any time. Use your personal email address as this will make it easier to access your pension pot if you leave the RNLi.

There's useful information about retirement planning in the RNLi's Group Personal Pension Plan's Member Handbook.

www.rnlipensions.org.uk/documents/rnli-gpp-member-handbook.pdf



Credit: RNLi

Where can I get more information about retiring?



Pension Wise has been set up by the Government. Anyone with a Defined

Contribution pension can get guidance from Pension Wise (in a 45-minute session). The session will explain the options you have to turn your pension pot into an income – as well as their pro's and con's.



MoneyHelper has been set up by the Government and covers pension basics, tax and pensions and retirement income options.



What you need to **do** now



Set up your MyAviva Workplace Account App

Registering online and downloading the App will enable you to keep track of your pension wherever you are. Go to: aviva.co.uk/worksite-myaviva to register and then download the app via the App Store or Google Play.



Help – How to contact Aviva

You need your unique pension member number which you'll need to confirm with Aviva. It's on Aviva's annual statement sent to you each July.



Retirement

Aviva has a 'making sense of your retirement options' leaflet that explains how you can turn the RNLi's Group Personal Pension Plan into a retirement income:

www.aviva.co.uk/adviser/documents/view/an12270c.pdf



Visit Pension Wise and MoneyHelper

Pension Wise can give you guidance **but not advice** on which option is best for you. www.pensionwise.gov.uk/en

MoneyHelper has a retirement adviser directory and tells you more about ways to draw your pension

www.moneyhelper.org.uk/en/pensions-and-retirement?source=mas

GETTING CLOSER TO RETIREMENT



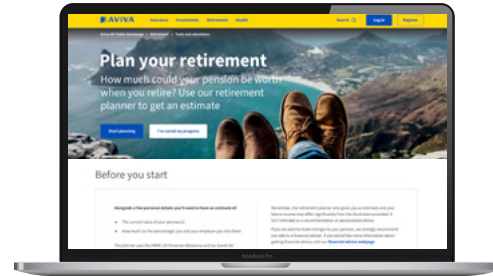
What you need to **think** about

Thinking about the whole picture



To get a good overview of your retirement options and what options, or mix of options, might suit you best go to:

www.aviva.co.uk/retirement/tools/my-retirement-planner



What you need to **do now**



To hear more about retirement planning from a pensions professional

It's sometimes easier to listen to and interact – rather than just read about it. Book onto a pre-retirement course that covers some of the things to think about financially and otherwise.

- Log onto the RNLI's Learning Zone.
- Search for Retirement Planning. Scroll down until you see the link to the Close Brothers website. Then click on the 'retirement seminars' tab and select a date.

What are the tax rules for saving for retirement?

There are Allowances regarding the maximum that you can save into a pension on both an Annual and Lifetime basis until additional tax charges apply. If you save more than these Allowances, you might end up with a tax charge.

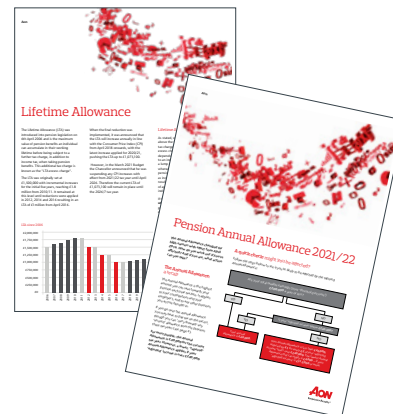
Find out about the Allowances by clicking on the links below:

Lifetime Allowance (total pension savings over your life)

<https://rnlipensions.org.uk/documents/Aon-Client-Briefing-Lifetime-Allowance-2021-22.pdf>

Annual Allowance (pensions saving each year)

<https://rnlipensions.org.uk/documents/Aon-Client-Briefing-Annual-Allowance-2021-22.pdf>



Understand your tax position

Your tax is your responsibility. If you need to reduce yours and/or the RNLI contributions to your pension, to be within these allowances, email People_Admin@rnli.org.uk

The Annual or Lifetime Allowances might affect you if you:

- Are a high earner.
- And/or make high pension contributions.
- And/or if you have long service in a Final Salary/Defined Benefit pension scheme.
- And/or if you die while you are an RNLI employee.

The RNLI provides life cover to all employees. Life cover is paid via a Registered Trust and the payment (up to 8 x salary) will count towards your Lifetime Allowance if you die.

GETTING CLOSER TO RETIREMENT



What you need to **think** about

RNLI 1983 Contributory Pension Scheme. How can I get an idea of what pension I'll be paid?

To get a good idea of how much you will get, you'll need 1-2 forecasts to plan when or how you want to draw this pension. Each forecast has an estimate of inflation as well as other options such as exchanging some pension for tax-free cash.



Credit: RNLI/New Brighton



What you need to **do now**



Request forecasts when they are most helpful for you

An accurate forecast is more likely when you are 1 or 2 years away from when you want to retire.

If the forecast is based upon a retirement date more than 5 years away, the less you'll be able to rely on the information. The RNLI is charged for each pension forecast produced.

To request a forecast, email Caroline_Smith@rnli.org.uk

Can I be paid a pension income while I am still working at the RNLI

Yes, at any age from 55 if you live and work in the UK. You need to consider the effect on the tax you pay, if you're being paid a pension while you are still being paid a salary. Also check whether you will trigger the Money Purchase Annual Allowance (MPAA). If you do trigger the MPAA, you will have life-long restrictions on how much you and/or the RNLI can pay into another pension scheme. It is important to check out all implications.

If in doubt, take advice from a regulated Financial Adviser.



Think about the Money Purchase Annual Allowance (MPAA)

The Money Purchase Annual Allowance (MPAA) is a reduced limit on how much you and your employer can pay into a pension each year. It's currently £4,000.

Your pensions savings are only affected if you've already taken your pensions savings as cash. This may only be important if you plan to work and save after taking your RNLI benefits. Find out more at:

<https://rnlipensions.org.uk/documents/Aon-Client-Briefing-Money-Purchase-Annual-Allowance.pdf>

GETTING CLOSER TO RETIREMENT



What you need to **think** about

Should I take advice before making my pension decisions?

Your pension savings and benefits are one of your biggest assets. Some of the rules are complex so it's a good idea to get individual advice.



Credit: RNLI/Peter Leigh



What you need to **do now**



Find a regulated Financial Adviser

Advice should be from a regulated Financial Adviser and be based on your personal and financial situation.

To find out why you may need to use a Financial Adviser and how to find one visit:

www.moneyhelper.org.uk/en/getting-help-and-advice/financial-advisers/do-you-need-a-financial-adviser

Please note that neither the RNLI nor the RNLI's pension providers or scheme administrators can give you advice on what you should do.

The information provided here is for information and guidance only and is not advice. If you wish to get advice on your pension, you need to find a regulated Financial Adviser and be prepared to pay for the advice.