



Proposed changes to your pension

Guide for BTRSS members
November 2017

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Important notes

This guide is intended for current members of the BTRSS and anyone who may be able to join the BTRSS in the future. If you are not on standard BTRSS contribution rates (perhaps because you transferred from EE or from another company), the proposed changes to contribution rates and BTRSS Pensionable Salary set out in this guide will not apply to you. If you are not on standard BTRSS death benefits, the proposed changes to death benefits set out in the guide will not apply to you.

This document summarises the changes BT is proposing to make to the BTRSS. No final decision has been taken.

References to BT in this guide should be read as meaning each relevant BT entity which has employees participating on standard terms in the BTRSS including, where appropriate, whichever BT entity employs you.

All examples and information are based on current legal and tax requirements. Those requirements may change in the future and those changes may result in a different outcome for your pension benefits.

The key benefits provided in the BTRSS are summarised on page 3 and in the glossary on page 12. This is only a summary; full details are in the governing documentation of the BTRSS. If there's a conflict between this guide and the governing documentation, the governing documentation will prevail.

The proposed changes in this guide don't restrict BT's right or ability to exercise any powers relating to the BTRSS and its members, including any power to amend or discontinue the BTRSS and benefits provided to BTRSS members. BT reserves the right to amend the BTRSS terms or discontinue the BTRSS, subject to the terms and conditions of the BTRSS rules and legislative requirements.

Introduction

Over the past few months we (BT) have been carrying out a detailed review of our two main pension arrangements – the BT Retirement Saving Scheme (BTRSS) and the BT Pension Scheme (BTPS).

We're proposing to make improvements for you as a member of the BTRSS. We've discussed these with the CWU and Prospect. We explain these improvements in this guide, so it's important you read it carefully, along with the enclosed letter.

This guide addresses key questions, including:

- why we're making changes to our pension schemes
- how and why we're proposing to enhance the BTRSS
- how the proposed changes could affect you
- details of the consultation and timelines
- where you can get support and information during the consultation
- how to ask questions and feed back about the proposed changes
- answers to some frequently asked questions, and a glossary.

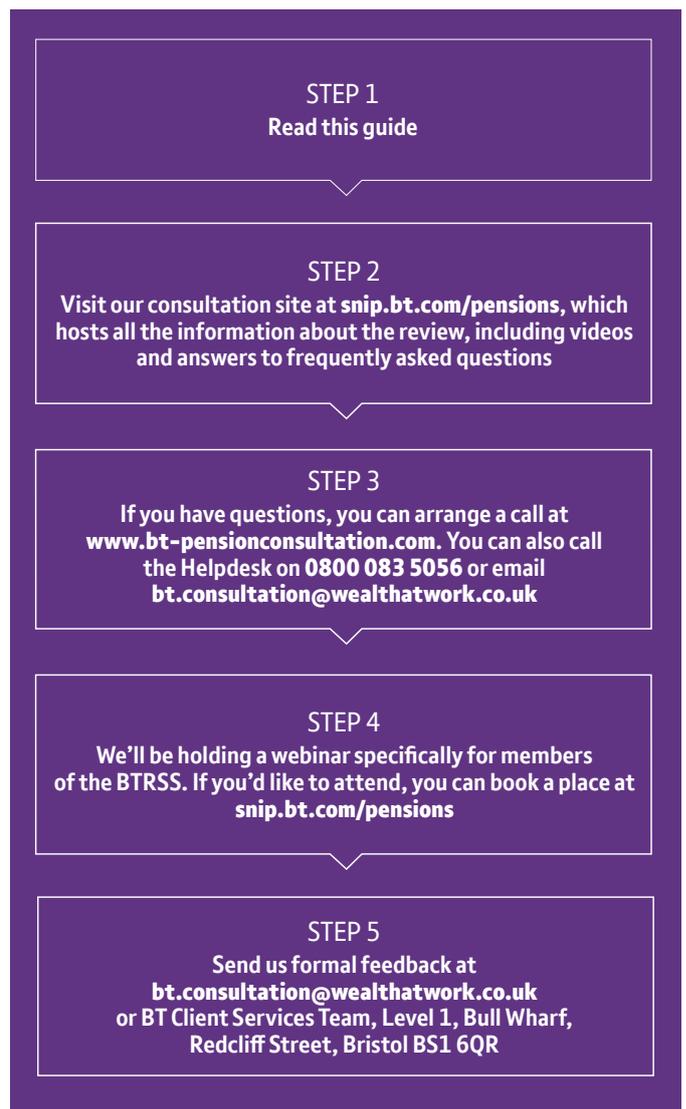
Consulting with you

We want to give you the opportunity to ask questions and make comments on the proposed changes, so we're holding a consultation starting on 15 November 2017 and due to end on 17 January 2018. We'll carefully consider all feedback before we make a final decision.

We are proposing a 1 April 2018 implementation date for the proposed changes. This could change depending on how long implementation takes. We'll tell you if the expected implementation date is going to change.

What you need to do now

Before you send us your feedback, we recommend you take the following steps:



Our commitment to your pension

We want all people at BT and people joining BT in the future to build up retirement benefits that are **fair** and **flexible**. At the same time, we need to ensure any changes are **affordable** to both BT and you.

In 2009 we improved our defined contribution (DC) pension arrangement by introducing the BTRSS. Because the BTRSS is now our primary pension scheme, we want to make sure that it remains a competitive and attractive part of your reward package.

By looking at the proposed changes to the BTPS and BTRSS as a package, and focusing on the overall affordability of our pension arrangements, we believe that we're able to improve the BTRSS.

This will help meet our objective of allowing all our people the opportunity to meet their retirement needs.

If we implement the changes we're proposing for both schemes, it would actually mean an increase to BT's overall pension spending on employees, but would help spread this across all our employees more equally.

Our commitment to your pension

The current proposals are part of an ongoing trend of enhancements we've made to our defined contribution pension arrangements. These have included:

- enhancing the contribution structure
- improving the default contribution rates
- lowering charges and widening your investment choices
- increasing flexibility in how your benefits can be taken
- improving access to financial information and technology.

We're proposing to make some improvements to benefits for active members of the BTRSS. In particular we want to:

- increase BT's standard contribution rates so you would receive more from BT
- include London Weighting allowance in calculating BTRSS Pensionable Salary
- change the benefits related to death in service, giving you more flexibility in the type of benefits that your beneficiaries would receive
- clarify medical retirement benefits for BTRSS members.

Our pension principles

Our proposals are focused on three key guiding principles:

Fair

We aim to have pension arrangements that are fair for all, allowing our people to meet their retirement needs.

Flexible

Our pension schemes should allow employees to build up and access their benefits in ways that suit them best.

Affordable

We need to address the cost and risks we face across our pension arrangements to ensure the benefits are affordable to both BT and its employees.

Overview of the BTRSS

Before we look at the proposed changes, here's a reminder of how the BTRSS works.

Fact file

- A scheme where the contributions are defined, but the level of benefits aren't guaranteed. Often called a 'defined contribution', or DC scheme. Most people in the UK now save for retirement in DC schemes.
- Since 2001, new starters at BT have been offered membership of a DC scheme. Before the BTRSS, this was either the BT Retirement Plan or the Syntegra Limited Flexible Pension Plan.
- Currently there are around 34,000 active members, making it the scheme with the most BT employees.
- The BTRSS is a contract-based scheme – sometimes called a personal pension – which has been provided by Standard Life since 2009. This means that contributions are paid into a plan under a contract made directly between you and Standard Life. BT works with Standard Life to agree the terms on which the contracts are set up.
- BT has set up a BTRSS Governance Committee to help manage and monitor the scheme. This is different from the BTPS which has a Trustee board.
- In addition to paying contributions, BT also covers the cost of providing death in service and medical retirement benefits for active BTRSS members.

How you build up benefits in the BTRSS

- Both you and BT pay contributions into your BTRSS plan. How much BT pays in depends on how much you decide to contribute.
- Pension contributions are paid free of income tax (up to certain limits).
- When you decide to retire, your plan provides your benefits. The size of your benefits will depend on the amount of contributions paid, investment returns and any charges.
- Investment returns can increase or decrease over time.
- How you take your benefits is up to you, and you can take advantage of all the flexibilities available to members in DC schemes. These are described further on page 9.
- There is lots more information about the BTRSS at www.btretirementsavingscheme.com

The proposed changes to the BTRSS

We're proposing to make the following changes to the BTRSS:

- increasing BT's standard contribution rates
- including London Weighting allowance for team members when calculating BTRSS Pensionable Salary
- changing the benefits related to death in service, giving you more flexibility in the type of benefits that your beneficiaries would receive
- clarifying medical retirement benefits for BTRSS members.

The way you save into your plan will continue in the same way as it does today and you'll still be able to access all the current flexibilities when you retire.

Smart pensions

Most members participate in the BTRSS through Smart pensions, our salary sacrifice arrangement. Smart pensions is a cost-effective way of making payments to your BT pension arrangement. It's an agreement between you and BT, where you agree to sacrifice part of your salary in return for BT making pension contributions on your behalf as long as this wouldn't reduce your salary below the National Living Wage or National Minimum Wage.

You save money because you pay lower National Insurance Contributions.

You can find more information at: hr.bt.com/en-gb/performance-reward/pensions/smart-pensions-for-btpps-btrss-members where you can also find the link for opting out of Smart pensions.

Contributing to your BTRSS plan

From 1 April 2018, we're proposing to improve the standard contribution structure by increasing BT's contribution rates. So if you contribute the default rate of 5%, BT's contribution rate would increase from 8% to 9%, which means you'd get 12.5% more from BT than what BT's currently paying. This is shown in the table below as a percentage of your BTRSS Pensionable Salary¹.

Increases to BT's standard contribution rates:

BTRSS member rates	BT current rates	Proposed new BT rates	Total proposed new rate from 1 April 2018
5% (default rate)	8%	9%	14%
6%	8.5%	9.5%	15.5%
7%	9%	10%	17% or more

Note that other historical or TUPE'd contribution rates may apply to other members in the BTRSS.

You can choose to contribute more than 7% of your BTRSS Pensionable Salary to potentially increase your benefits, and BT will still pay 10%. You can see from the examples on page 5 how an extra few percent can make a big difference to your potential retirement benefits.

If you're paying at least 5%, BT will pay a contribution of at least £1,500 a year. This payment will be pro rata'd for part-time employees and for those who leave during the year.

¹ For the purposes of calculating BT's contributions to the BTRSS and your death and ill-health benefits, your BTRSS Pensionable Salary is subject to something called the 'Earnings Cap'. This is a cap applied to the amount of a member's earnings that are considered pensionable. Currently, the cap is £154,200 for the tax year 2017/18. The cap doesn't apply to calculating member contributions. And it doesn't apply at all to previous members of the Syntegra Limited Flexible Pension Plan (SLFPP).

Member illustrations

Example 1



Ellie
25 years old on 1 April 2018 and a new BT joiner.

Her BTRSS Pensionable Salary is £25,000.

If Ellie contributes 5% of her BTRSS Pensionable Salary (gross amounts):

Ellie pays 5%:	BT currently pays 8%:	From 1 April 2018, BT proposes to pay 9%:	Total contribution from 1 April 2018 of 14%:
£1,250 per year	£2,000 per year	£2,250 per year	£3,500 per year
→ +12.5%			

If Ellie contributes 7% of her BTRSS Pensionable Salary (gross amounts):

Ellie pays 7%:	BT currently pays 9%:	From 1 April 2018, BT proposes to pay 10%:	Total contribution from 1 April 2018 of 17%:
£1,750 per year	£2,250 per year	£2,500 per year	£4,250 per year
→ +11%			
(and +25% compared to 5% scenario above)			

At age 65, the value of Ellie's BTRSS plan is as follows:

	Proposed improved contributions		
	Current default	If Ellie pays 5%, BT pays 9%	If Ellie pays 7%, BT pays 10%
Projected value of Ellie's plan at age 65	£216,000	£233,000	£283,000
→ +8%			
→ +31%			

Example 2



George
35 years old on 1 April 2018. George joined BT ten years ago and the value of his BTRSS plan is currently £70,000.

His current BTRSS Pensionable Salary is £40,000.

If George contributes 5% of his BTRSS Pensionable Salary (gross amounts):

George pays 5%:	BT currently pays 8%:	From 1 April 2018, BT proposes to pay 9%:	Total contribution from 1 April 2018 of 14%:
£2,000 per year	£3,200 per year	£3,600 per year	£5,600 per year
→ +12.5%			

If George contributes 7% of his BTRSS Pensionable Salary (gross amounts):

George pays 7%:	BT currently pays 9%:	From 1 April 2018, BT proposes to pay 10%:	Total contribution from 1 April 2018 of 17%:
£2,800 per year	£3,600 per year	£4,000 per year	£6,800 per year
→ +11%			
(and +25% compared to 5% scenario above)			

At age 65, the value of George's BTRSS plan is as follows:

	Proposed improved contributions		
	Current default	If George pays 5%, BT pays 9%	If George pays 7%, BT pays 10%
Projected value of George's plan at age 65	£370,000	£388,000	£440,000
→ +5%			
→ +19%			

The member examples are based on the following assumptions:

- Figures are expressed in today's prices, allowing a better comparison of benefits for members of different ages and periods to retirement.
- Salary growth is assumed to be in line with inflation at 2.5%.
- Members are assumed to invest in the BTRSS 'low involvement option', and to receive investment returns of 5% each year until retirement. Because the projections allow for inflation of 2.5% a year, the effective investment growth rate is 2.5% a year above inflation. Standard Life make a similar assumption in their retirement modeller. This is in line with rules set out by the Financial Conduct Authority.
- Members are assumed to remain active members until age 65.
- Members are assumed to participate in Smart pensions.

Other changes

London Weighting allowance

BTRSS Pensionable Salary currently excludes the London Weighting allowance payable to some team members. From 1 April 2018, we are proposing to include any London Weighting allowance you receive in the calculation of your BTRSS Pensionable Salary.

If you receive London Weighting allowance, this means you and BT would pay contributions on this allowance in future. For example, if Ellie (on page 5) receives a London Weighting allowance of £3,380 per year, her BTRSS Pensionable Salary would increase from £25,000 to £28,380. This means the contributions paid by Ellie and BT would change as follows:

£ per year	Gross contributions into Ellie's plan	Net member contributions (after tax and Smart pensions)
Ellie pays 5% on her current BTRSS Pensionable Salary of £25,000	£1,250 per year	£850 per year
From 1 April 2018 it is proposed that:		
Ellie pays 5% on her new BTRSS Pensionable Salary of £28,380	£1,419 per year	£965 per year
BT pays 9% of her new BTRSS Pensionable Salary of £28,380	£2,554 per year	n/a

Ellie's take-home pay would go down by just under £10 per month, but with BT's contributions (at the new 9% contribution rate), adding the London Weighting allowance would put an extra £39 per month into Ellie's BTRSS plan.

Changes to death in service benefits

BTRSS members receive death in service benefits through the BT Life Assurance Scheme. BT covers the cost of providing you with death in service benefits. We're proposing to change these benefits in a way that improves flexibility.

From 1 April 2018, we're proposing to significantly increase the cash lump sum payable, and remove the spouse's pension currently payable on death in service:

	Current benefits	Proposed benefits
Death in service benefits for BTRSS members	<ul style="list-style-type: none"> a lump sum of 3x BTRSS Pensionable Salary¹ (2x for ex-SLFPP members) pension for a spouse/dependant equal to 30% of your BTRSS Pensionable Salary¹ at date of death, paid for life (44.4% for ex-SLFPP members) 	<ul style="list-style-type: none"> a lump sum of 10x BTRSS Pensionable Salary¹. The maximum lump sum is equal to the Lifetime Allowance² at the date of your death no spouse/dependant's pension
Plus the value of your BTRSS plan (ordinarily payable as a lump sum, but can alternatively provide a pension for your dependants).		

- 1 BTRSS Pensionable Salary is subject to the Earnings Cap, which is £154,200 for the 2017/18 tax year.
- 2 The Lifetime Allowance is currently £1 million.

Any lump sum death benefit will normally be paid free of inheritance tax as the payment is made under a discretionary trust (the BT Life Assurance Scheme).

The Trustee of the BT Life Assurance Scheme will decide who receives the payment and how much they get. You can guide them by completing an Expression of Wish form on the Your Rewards system. Click on the 'Explore your benefits' basket and then on 'Shop for benefits' to find the form.

Any pension or other regular payments made to your spouse or dependants would be subject to income tax. Lump sums payable on death are subject to the Lifetime Allowance, so tax charges may apply if the payment would take you over your available Lifetime Allowance. Different tax rules apply if you die in service after age 75.

Medical retirement benefits

We will also clarify the medical retirement benefits provided to BTRSS members. BT covers the cost of these benefits.

This means, if you satisfy BT's medical retirement criteria and your BT employment is terminated on the grounds of impaired capability due to ill health (and a valid medical retirement certificate has been issued), we'll pay a lump sum of either 15% or 20% (depending on the severity of your illness, disability or injury) of your BTRSS Pensionable Salary into your plan for each year of potential service up to the age of 65. This payment is at BT's discretion and does not apply to anyone whose terms include Permanent Health Insurance.

In addition, you may be able to receive payment of your BTRSS plan before age 55 if you meet Standard Life's medical retirement conditions.

Investing your plan and taking your benefits at retirement

In this section we'll tell you a bit more about how your BTRSS plan is invested, and the different ways you can take your BTRSS benefits when you retire.

How your BTRSS plan is invested

The BTRSS gives you control over how your plan is invested, with choices that suit your level of investing experience and how involved you want to be with managing your plan.

If you didn't make a decision on which funds to invest in when you joined the BTRSS, your contributions are invested in the default 'low-involvement option', determined by Standard Life. There are other options and fund ranges available for you to choose from, and you can change your investment options at any time.

As with most investments, the value of your plan can go down as well as up.

Annual management charges

An annual management charge also applies to your BTRSS plan. BT has negotiated a significant discount on the annual management charges with Standard Life.

For example, members invested in the low involvement option receive a scheme rebate of 0.73% on a normal charge (including expenses) of 1.03%, giving an effective charge on that fund of 0.3% per year.

Please visit www.btretirementsavingscheme.com/bt/investment-choices for more information about investment options and fund charges.

Remember, in addition to your BTRSS plan, you should also receive a State Pension when you reach State Pension age.

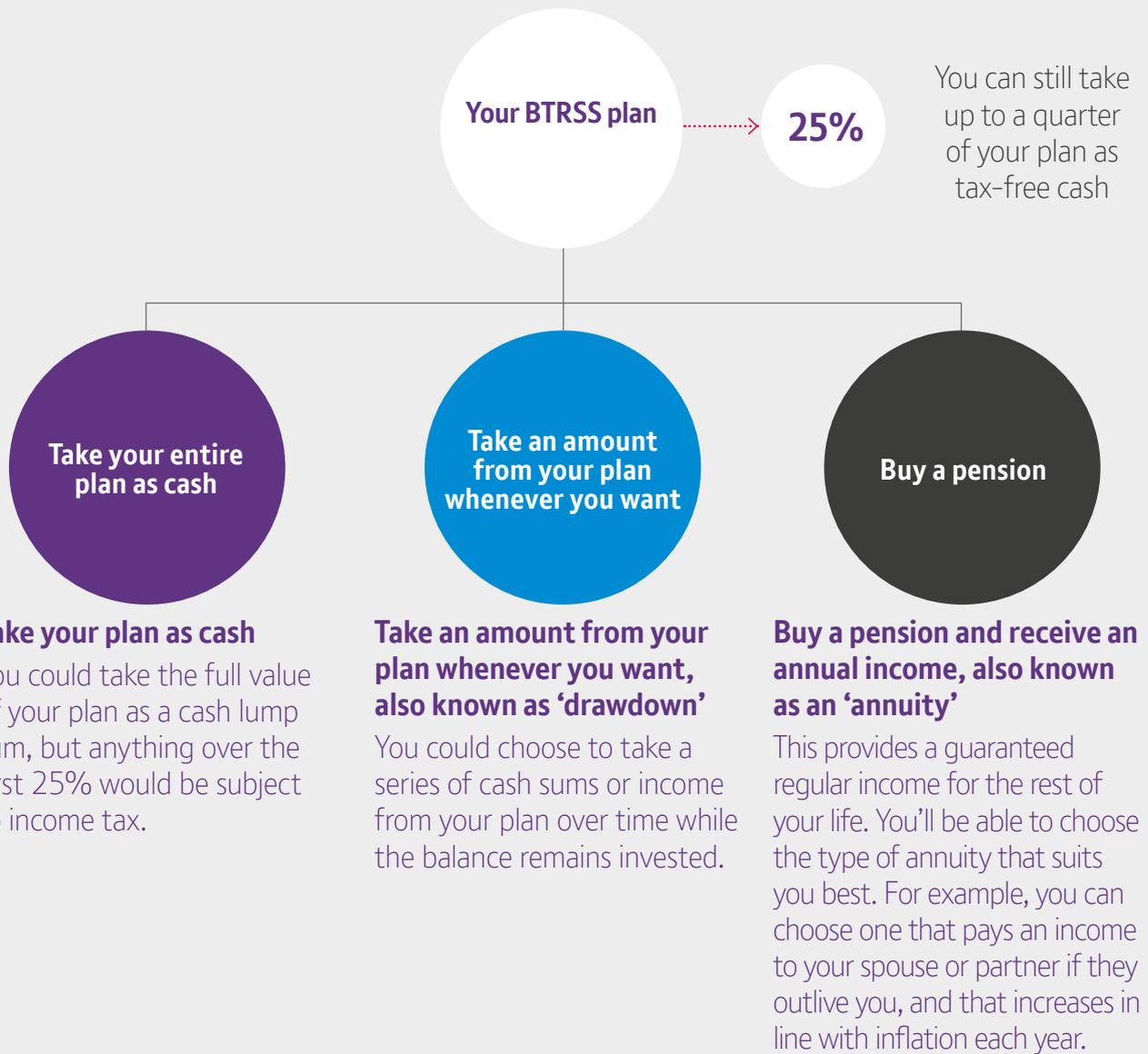
The State Pension is currently £8,297 for the 2017/18 tax year, although your exact entitlement depends on your National Insurance record. This would be affected by factors such as your earnings, how long you've been working, any periods when you weren't working, and the types of pension schemes you've previously been a member of.

You can find out more about the State Pension at: www.yourpension.gov.uk

The BTRSS gives you flexibility and control over how you take your benefits at retirement. You'll have a number of options to choose from, and you can use your plan in a number of different ways.

Options for how you take your benefits

You have a number of choices for how you spend your BTRSS plan.



You can use your plan to do a combination of these options. Unless you buy an annuity, you'd need to manage your money carefully to make it last for as long as you need it – once your money runs out, it's gone for good. Whichever option or options you choose, your pension benefits (above the 25% tax-free amount) would be taxed as income.

What we're proposing for BTPS members

We've let you know our proposals for the BTRSS, but wanted to also outline what we're proposing for our other main scheme, the BTPS.

For BTPS managers, we're proposing to close the scheme to the build-up of benefits on 31 March 2018 and enrol them into the BTRSS for their future benefits.

The proposed increases to BT's standard contribution rates shown on page 5 will also be made available to these members, along with some additional contributions to help their transition from the BTPS.

The proposed changes to your BTRSS benefits form part of a package. We are proposing a 1 April 2018 implementation date for the proposed changes. This could change depending on how long implementation takes. We'll tell you if the expected implementation date is going to change.

We've set out two proposals for BTPS team members:

Proposal 1

To close the BTPS to the build-up of benefits on 31 March 2018, with members joining the BTRSS for future benefits. There would be proposed increases to BT's standard contribution rates, along with some additional transition payments.

Proposal 2

To keep the BTPS open for future service, but on a reduced basis from 1 April 2018, and with an increase in member contributions.

If you would like full details of these proposals, please visit snip.bt.com/pensions

Our combined proposals for the BTPS and BTRSS mean the costs associated with providing our pension arrangements would actually increase. We would also continue to make top-up payments into the BTPS.

Support during the consultation

We understand that we're proposing some changes to something that matters a lot to you. So it's important that you fully understand what we're planning to do and why. That way you can participate in the consultation process effectively.

If you would like more information or support, you should:

- visit our consultation site at snip.bt.com/pensions, which hosts all the information about the review, including videos and answers to frequently asked questions
- arrange a time for us to call you if you have an unanswered question by visiting www.bt-pensionconsultation.com
- contact the Helpdesk on **0800 083 5056** or bt.consultation@wealthatwork.co.uk
- book your place at a dedicated BTRSS webinar at snip.bt.com/pensions

If necessary, talk to your line manager and arrange a convenient time for you to access this support.

Key dates

- 15 November 2017 – start of consultation
- 17 January 2018 – planned end of consultation

How to give us feedback

The formal consultation period starts on 15 November 2017 and is due to end on 17 January 2018. During this time you can send us your formal feedback on the changes by:

- emailing us at bt.consultation@wealthatwork.co.uk
- writing to us at **BT Client Services Team,
Level 1, Bull Wharf,
Redcliff Street,
Bristol BS1 6QR**

If you are represented by the Communication Workers Union (CWU) or Prospect, you can also provide feedback through the union.

Your feedback is an important part of the consultation process, so please make the time to give us your comments.

We won't be able to consider any feedback we receive after 17 January 2018, so make sure you send it earlier if you're using the post.

We'll consider all your feedback before we make any final decisions. We'll then let you know what we've decided.

Other useful contact details

If you have any questions about your own pension, please contact Standard Life on **0800 066 5432** or bt_admin@standardlife.com

The Standard Life helpline can't answer questions regarding the proposed changes in this document.

For more information about the BTRSS, visit www.btreirementsavingscheme.com

The Pensions Advisory Service provides free and impartial information for pension scheme members. You can find out more at www.pensionsadvisoryservice.org.uk or by calling **0300 123 1047**.

The Pensions Regulator is responsible for ensuring that pension schemes comply with UK legislation. They can be contacted at www.thepensionsregulator.gov.uk

Glossary of terms

Active members	In the BTRSS, these are members who are still paying into the BTRSS.
Annuity	This is a contract with an insurance company you can buy when you retire to give you a guaranteed income for the rest of your life.
Benefits	Money that is paid out of a pension scheme.
BT Life Assurance Scheme	This is the Trust that life assurance benefits are paid under for BTRSS members.
BT Pension Scheme (BTPS)	The BTPS is a defined benefit pension scheme. All benefits are set out in the BTPS Rules.
BT Retirement Saving Scheme (BTRSS)	The BTRSS is a defined contribution pension scheme where the contributions are defined, but the level of benefits aren't guaranteed.
BTRSS Governance Committee	The BTRSS Governance Committee acts as an independent body that helps manage and monitor the BTRSS.
BTRSS Pensionable Salary	In the BTRSS, this is typically your basic salary. When calculating BT contributions, and death and medical retirement benefits, BTRSS Pensionable Salary is subject to the Earnings Cap. The Earnings Cap doesn't apply when calculating member contributions, and it doesn't apply at all to previous members of the Syntegra Limited Flexible Pension Plan. We're proposing to include London Weighting allowance in BTRSS Pensionable Salary from 1 April 2018.
Contributions	This is the money you and BT pay into your plan.
Contribution rate	This is the percentage of your BTRSS Pensionable Salary you and BT pay into your plan.
Death benefits	Money paid out of a scheme to a member's spouse and/or dependants after the member dies.
Default investment option	<p>When you join the BTRSS, your money is automatically invested in a 'low involvement option', unless you choose a different fund.</p> <p>There's more information on the BTRSS website: www.btretirementsavingscheme.com/bt/investmentchoices/your-investment-options/the-low-involvement-option</p>
Defined Contribution (DC)	A defined contribution pension scheme is where members and employers pay contributions based on a percentage of the member's salary. Contributions are defined, but the level of benefits isn't guaranteed. The BTRSS is our main defined contribution scheme.
Dependant	Generally speaking this is someone under the age of 18 (or 23 if they're in full-time education) who is financially reliant on a scheme member. See the Rules of the BT Life Assurance Scheme for a full definition.
Drawdown	The option to take money out of your BTRSS plan to give yourself a flexible income when you retire. Any money left in the plan remains invested and could still increase or decrease. If you decide to draw down your pension, you'd need to manage your money carefully to make it last for as long as you need it – once your plan runs out, it's gone for good.
Earnings Cap	For the purposes of calculating BT's contributions to the BTRSS and your death and ill-health benefits, your BTRSS Pensionable Salary is subject to something called the 'Earnings Cap'. This is a cap applied to the amount of a member's earnings that are considered pensionable. Currently, the cap is £154,200 for the tax year 2017/18. The cap doesn't apply to calculating member contributions. And it doesn't apply at all to previous members of the Syntegra Limited Flexible Pension Plan (SLFPP).

Fund management charges	BTRSS members build up their money in a plan that gets invested in a fund or several funds. Most funds charge an annual fee for this service.
London Weighting allowance	Team members employed permanently in the London pay area receive an allowance based on their building location. This is called inner and outer London Weighting.
Low involvement option (default)	<p>An investment option that's designed to make it simple for you to invest for retirement. Your money is automatically invested in this fund when you join the BTRSS unless you choose a different fund.</p> <p>The low involvement option uses the SL Passive Plus III Universal Strategic Lifestyle Profile.</p> <p>There's more information on the BTRSS website: www.btretirementsavingscheme.com/bt/investment-choices/your-investment-options/the-low-involvement-option</p>
Lump sum	A one-off cash payment you can get when you retire. You can usually take up to 25% of your pension benefits tax-free. In the BTRSS you can take more than this, but it would be subject to income tax.
Medical retirement	If you retire early because of ill health, and satisfy BT's medical retirement criteria, you could get some of your pension money early, and receive an additional lump sum into your plan. See page 7 for more detail.
National Insurance (NI)	This is tax that the government takes from both workers and employers. The amount depends on how much the worker earns. Some government benefits, such as the State Pension, depend on how much National Insurance you've paid.
National Living Wage	The National Living Wage covers all working people aged 25 and over. It's currently £7.50 per hour.
National Minimum Wage	The National Minimum Wage covers people under 25. It's currently £7.05 per hour for those aged 21-24, £5.60 per hour for ages 18-20 and £4.05 per hour for under-18s.
SL Passive Plus III Universal Strategic Lifestyle Profile (default)	This is the 'low involvement option' fund selected by Standard Life. Your BTRSS contributions are automatically invested in it when you join, unless you choose a different fund.
Smart pensions	Smart pensions are when you agree to give up part of your salary and BT contributes that amount to your pension instead. Because your salary is lower, both you and BT pay less NI contributions.
Standard contribution rate	These are the standard rates of contributions that BT pays into the BTRSS, depending on the rate of contributions that members make.
Standard Life	Standard Life is an investment management company. It administers and provides the BTRSS.
State Pension	The money you may receive from the government at State Pension age.
State Pension age	The age at which you start being paid the State Pension. This depends on your gender and date of birth. Check yours at www.gov.uk/state-pension-age/y/age
Syntegra Limited Flexible Pension Plan (SLFPP)	A DC scheme set up for new employees of the Syntegra entities. Its members joined the BTRSS in 2009 and the scheme was wound up.

Frequently asked questions and answers

Q What's the earliest I can access my BTRSS benefits?

A You can take some or all of your pension from age 55, and you can even do so whilst you're still working.

If you suffer from ill health, you may be able to take your pension before you turn 55 with consent from Standard Life.

Q Can I continue working at BT and draw my BTRSS benefits?

A Yes you can, as long as you've reached age 55. See the previous question for more information.

Q Will BT change the BTRSS contribution rates in the future?

A The proposed changes in this guide are the only pension changes that are currently under consideration, although we can't rule out the possibility that we might propose making more changes in the future.

Q Has the outcome of the consultation already been decided?

A No. This is a genuine consultation process. We value your opinion and are keen to get your feedback on the detail of the proposed changes. We haven't ruled out altering the changes as they stand, as long as they continue to meet our pension principles.

Q What happens to my BTRSS plan when I leave BT?

A Your BTRSS plan is set up under a contract directly between you and Standard Life. This contract will continue to exist even if you change jobs. You could do the following:

- join your new employer's pension scheme and leave your BTRSS plan invested until you take your benefits
- take the value of your BTRSS plan and transfer it to your new employer's scheme (subject to their provider's terms and conditions)
- continue to contribute to your BTRSS plan if you wish (but BT will no longer contribute).

Q Will BT offer me access to independent financial advice?

A No, BT isn't offering access to, or paying for, independent financial advice.

After consultation, BT will make a final decision and give you all the information you'll need to understand how the final changes will affect you.

If you want independent financial advice, you can find a local adviser at www.unbiased.co.uk. If you do, you'll have to pay for it yourself.

Q How much is my State Pension? How do I find out how much State Pension I have?

A The State Pension system changed on 6 April 2016. If you reach State Pension age on or after 6 April 2016, you will receive benefits under the new State Pension.

The full amount of the new State Pension is currently £159.55 per week for the 2017/18 tax year (or £8,297 a year). But your exact entitlement depends on your National Insurance record, which will be affected by factors such as your earnings, how long you've been working and any periods where you weren't working.

To find out how much State Pension you may get, you can request a State Pension statement from the government at www.tax.service.gov.uk/check-your-state-pension

As this is a complex calculation that requires details of your full National Insurance record, BT can't calculate this for you.

Your notes

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