



**Pensions  
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Moving pensions forward

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1. Describe the options available to members who leave with less than two years qualifying service. (15 marks)
2. XYZ Company are introducing a salary sacrifice arrangement to staff. To allow the managers to roll this out to their teams, draft a brief memo explaining how salary sacrifice works in principle and the main advantages to setting up such an arrangement. (10 marks)
3. Members do not have to take their benefits at Normal Pension Age (NPA). Outline:
  - how actuarial factors may determine how benefits are valued before NPA? (11 marks)  
and
  - what information you would expect to be detailed in the scheme rules regarding these factors? (4 marks)
4. List the financial statements contained within Company accounts and how DB pension schemes are accounted for in these financial statements (10 marks)
  - Briefly outline the UK accounting standards (5 marks)  
and
  - International and US accounting standards (5 marks)
5. Outline the role of the Financial Assistance Scheme. (10 marks)
6. You are the Pensions Manager at Colourboxx and the new HR Manager has asked about the different funding methods used in actuarial valuations. Write a report to the Manager to explain the methods used (20 marks)

You may wish to define some standard terms to use.

7. When a bulk transfer is required, there are various approaches that can be used to calculate the transfer payment in respect of each member.

Outline the main features of each approach. (10 marks)