

Appendix 3: What this means for your organisation

This document sets out the revised deficit contributions and scheme expenses for your organisation along with:

- the help that's available to support you with the valuation, including the affordability appeals process; and
 - the latest debt on withdrawal estimate for your organisation.
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Deficit contributions

Since April 2019, Clydebank Housing Association Ltd has been contributing deficit payments of **£140,942.52 a year**.

Under the new recovery plan, from 1 April 2020 the deficit contributions that are required from Clydebank Housing Association Ltd are **£130,086 a year**. These payments increase annually by 3% from 1 April 2021 and on each 1 April thereafter.

There will be an assessment of the funding position at 30 September 2021, taking into account the deficit contributions payable to 30 September 2022:

- If the results show no deficit is identified then deficit contributions will cease from 30 September 2022.
 - If the results show the deficit has not been cleared then the deficit contributions will continue until 31 March 2023 as follows:
 - If the deficit is more than £5m, deficit contributions equal to those payable from 1 April 2022 will be payable from 1 October 2022 until 31 March 2023; or
 - If the deficit is between £0m and £5m, deficit contributions equal to 50% of the deficit contribution from 1 April 2022 will be payable from 1 October 2022 until 31 March 2023.
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Scheme expenses

From 1 April 2020, the expense amount for Clydebank Housing Association Ltd is **£4,331**. These payments will remain fixed until 31 March 2023.

Affordability appeals

If you are concerned that your organisation is not able to afford the full level of deficit contributions, you can follow our affordability appeals process. Full details will be provided upon request but in summary there are three stages to this process:

- provision of financial evidence by the employer to set out why contributions are not affordable;
- review of that financial evidence by the Trustee; and
- the decision made by the Trustee.

This process must be followed in order for the Trustee to consider an appeal.

It is important to note that the proposal should specify the outcome being sought and any concessions granted will need to be paid back, plus interest.

If you would like more information about the affordability appeals process, please contact the Employer Relationship Team at employerrelations@tpt.org.uk or call **0113 394 2754**.

Debt on withdrawal

As at 30 September 2018, the estimated debt on withdrawal for Clydebanks Housing Association Ltd has been calculated to be **£3,203,914**.

The estimated debt on withdrawal should be used with caution and employers should consider their own specific position carefully before taking any decisions based on this information.

Future service contributions rates

Our records show that Clydebanks Housing Association Ltd **did not** enrol a new member between 1 October 2015 and 30 September 2018.

This determines whether the open or closed future service contribution rates apply if you will continue to offer defined benefit to members for future service from 1 April 2020. If applicable, please ensure that your employee consultation is based on the appropriate rates.

More information

If you need any further information or assistance with questions regarding the valuation, please contact the Employer Relations Team on **0113 394 2754** or via email employerrelations@tpt.org.uk.