

Stephenson Harwood's Closure to Accrual Process Plan

The journey to closure to accrual

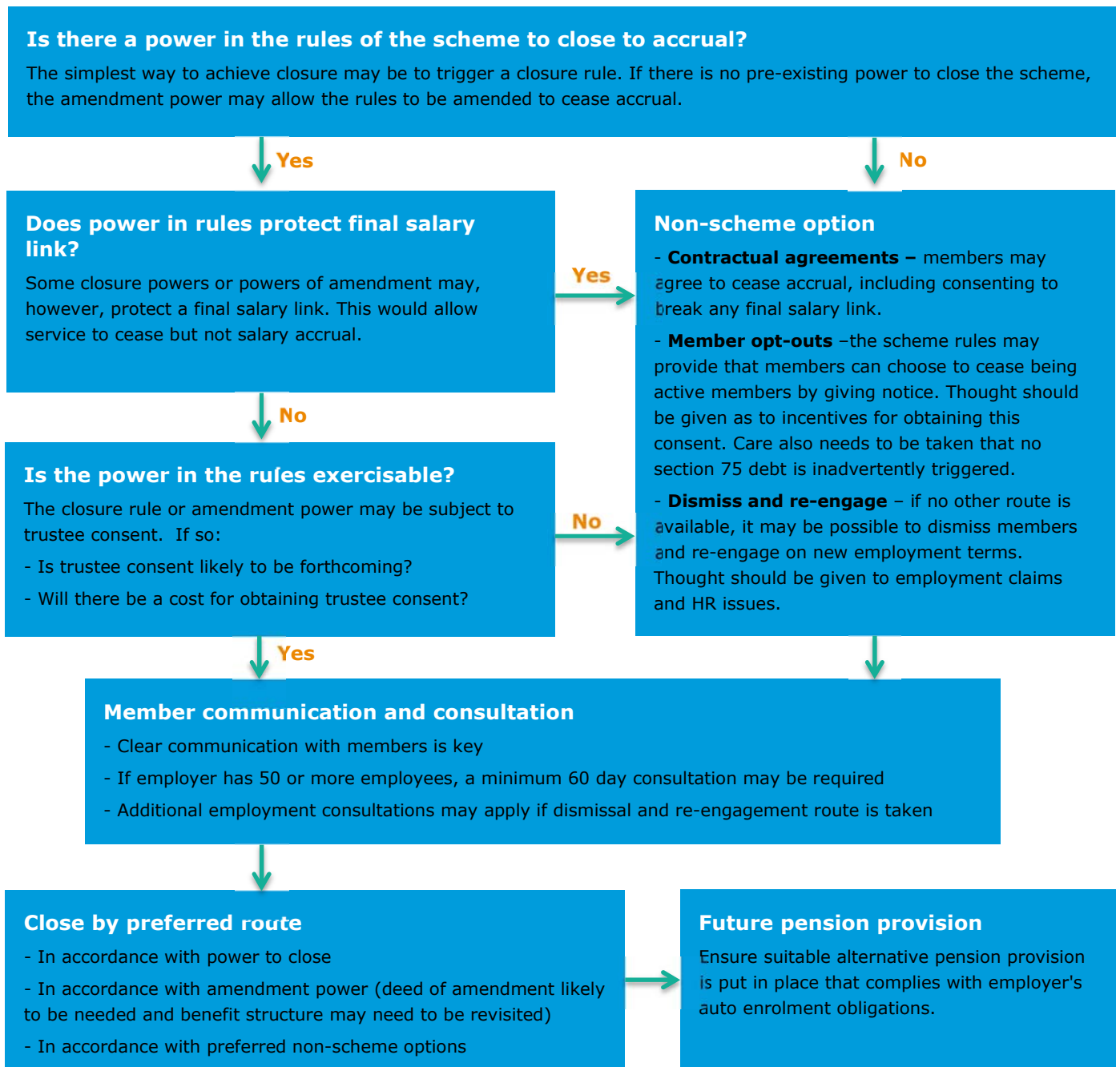
With the increasing costs associated with defined benefit pension schemes, closure to accrual is one liability management exercise that a number of sponsors have been keen to consider. We advise both sponsors and trustees on the closure to accrual journey. This sets out an overview of the key considerations and steps to be undertaken when carrying out such an exercise.

Initial considerations

A few initial checks should be made and dealt with, where necessary, before a closure exercise is considered further:

- Do any of the trustees have a conflict of interest?
- Have any representations been made to members regarding continued active membership?
- Do employees have a contractual right to continued active membership?

The process



Our Services

- **Advising sponsors** on ability to close scheme to future accrual and most appropriate method to achieve closure. Assisting with member communications and negotiation with trustees. Assisting with employment law considerations where relevant.
- **Advising trustees** on whether they can, and should, consent to a closure where relevant, and what mitigation should be requested. Assisting with review of closure documentation and member communications.

Our Closure to Accrual Team



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Awards

- Recognised in Chambers and Partners UK and The Legal 500 UK
- Tier 1 for Pensions Dispute Resolution in The Legal 500 UK
- European Pensions Awards – Law Firm of the Year finalist 2018
- Pensions Age Awards – Pensions Law Firm of the Year finalist 2018
- Pensions Age Awards – Pensions Law Firm of the Year winner 2017



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