

MUSICIAN'S UNION PENSION SCHEME

YOUR QUESTIONS ANSWERED



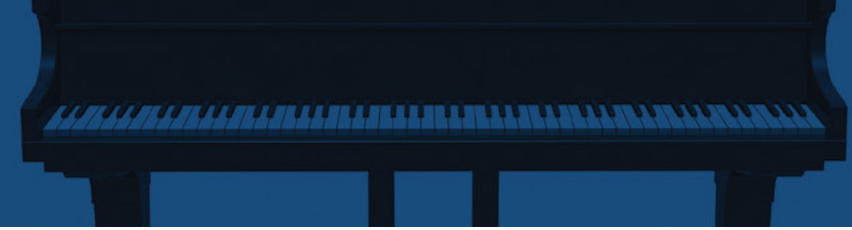
Presented by

Musicians'
Union



Administered by

hencilla
canworth



WHO WE ARE

Hencilla Canworth Ltd is the appointed Insurance Intermediary to the Musicians' Union, BECTU and Equity.

The earliest of these appointments date back to 1995 and in that time we have established insurance products for members and non-members alike.

Depending on your membership status you can have access to the following:

- Musician's Union Pension Scheme *
- Public Liability Insurance †
- Personal Accident Cover †
- Equipment Insurance †**
- Tax Investigation Cover †
- Motor, Buildings and Household Insurance †*
- Family Motoring & Accident Aftercare †
- Travel Insurance for Performers †*

† via Hencilla Canworth GI Ltd, our sister company

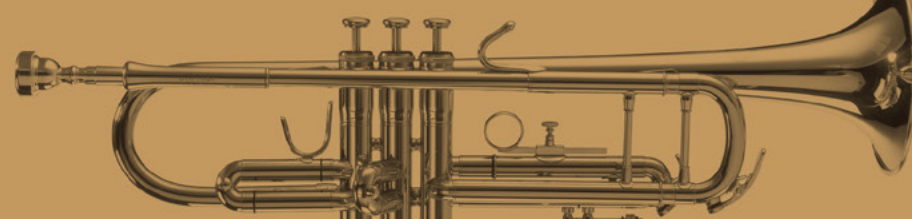
* Union Membership NOT required

** £2,000 free & subject to registration

TABLE OF CONTENTS

YOUR QUESTIONS ANSWERED...	04
<hr/>	
THEATRE CONTRACTS	
- How the MUPS works in Theatre	06
<hr/>	
TV & RADIO CONTRACTS	
- How the MUPS works in TV& Radio	08
<hr/>	
PERSONAL INFORMATION FORM	10
<hr/>	

YOUR QUESTIONS ANSWERED...



Q1. What type of pension is the MUPS?

It is a Personal Pension Plan which is a Qualifying Workplace Pension Scheme.

Q2. What is a Personal Pension Plan?

It is an investment vehicle, with the primary purpose of building a capital sum to provide retirement benefits.

Q3. Who manages the MUPS?

Hencilla Canworth – the Scheme Administrators, your point of contact

AVIVA – the Product Provider

Q4. Why Hencilla & AVIVA?

Hencilla is the MU's appointed Insurance Adviser and an Independent Insurance Intermediary. AVIVA is the one of the largest pension providers in the UK.

Q5. How can the MUPS work for me?

1. You can benefit from contract related contributions
2. You can make personal regular contributions
3. You can make one-off payments

Contract related contributions are deducted directly from your salary by the Production Company. You do not have to be a MU member to join the MUPS.

Q6. How do I join?

OPTION ONE - ON LINE

Go to www.hencilla.com and follow the 'Join the MUPS' link.

OPTION TWO - BY TELEPHONE

Contact Hencilla Canworth on **020 8686 5050**.

Once you have joined you will receive your personal MUPS Membership Number.

Q7. Where is my money invested?

You will be in the ESG AVIVA Pension Diversified Assets Fund 2 Series 6. However, there is a wide range of funds available and these can be viewed at www.aviva.co.uk

Q8. I already have another personal pension

This is fine, you can have as many Personal Pensions as you like.

Q9. When can I benefit from my MUPS?

Currently from age 55. Depending on how you take the benefits, certain limits may be applied to future contributions.

Q10. If I die before I retire?

100% of your fund is paid tax free to your estate or nominated beneficiaries.

Q11. How will Production Companies' contributions affect my Income Tax?

As they are treated as an enhancement to your salary they will form part of your gross income and will be subject to income tax. However, when the contributions are paid into your MUPS they will receive tax relief at source.

Q12. Should I detail contributions on my Tax Return?

We recommend that you do. A schedule of contributions can be obtained from Hencilla.

Q13. What is Auto-enrolment – could it affect me?

Yes, it definitely could contact us on 020 8686 5050 to discuss this.

Q14. What are the charges on the MUPS?

[Click here](#) for a sample illustration.

THEATRE CONTRACTS

- HOW THE MUPS WORKS IN THEATRE



As an MUPS member you benefit from a contribution paid by your employers, equal to a percentage of your engagement fee or in some cases and annually review fixed amount a fixed amount. Details of these and the participating employers are shown opposite.

To qualify, you agree to make a contribution from your weekly fee. Again details are shown opposite.

The employer contribution is added to your salary and then deducted together with your personal contributions.

There is no need for a direct debit or chance of spending the contributions by mistake as both yours and the employer contributions are sent directly by the employer to AVIVA, for investment on your behalf.

Once with AVIVA, basic rate tax relief is added.

A theatre example (SOLT)

Your contribution	£20.21 per week
Manager Contribution	£37.91 per week
Total Net Contribution	£251.85 per month
Total Gross Contribution	£314.81 per month

Over a month, you would have paid approximately £87.50, but a monthly investment of **£314.81** is achieved.

THEATRICAL EMPLOYERS CONTRIBUTING TO THE MUPS

West End Managers (SOLT), Disney (UK) Theatrical & The Globe

The Manager will contribute an amount of £37.91 per week.
£20.21 per week personal contribution.

Subsidised Repertory & Commercial UK Theatre

The Manager will contribute an amount equal to 3% of your fee.
3% personal contribution.

Royal National Theatre

The RNT will contribute an amount equal to 4.5% of your fee.
4.5% personal contribution.

Royal Shakespeare Company

For the House Band, the RSC will contribute an amount equal to 6% of your fee.
3.25% personal contribution.

If engaged by the RSC on a SOLT agreement, then the SOLT terms mentioned above will apply.

TV, RADIO & FILM CONTRACTS

- HOW THE MUPS WORKS IN TV

Basically, the same as for theatre.

A television example based on a fee of £500.00

Your contribution	£25.00
Manager Contribution	£37.50
Total Net Contribution	£62.50
Total Gross Contribution	£78.13

You would have paid £25.00, but an investment of **£78.13** is achieved.

TV & RADIO EMPLOYERS CONTRIBUTING TO THE MUPS

Television Production Companies

BBC, ITV, PACT & TAC television companies will contribute an amount equal to 7.5% of your fee.

5% personal contribution.

PACT and TAC Independent TV Production companies will contribute an amount equal to 5% subject to a maximum per engagement/weekly/episode fee*

2.5% personal contribution.

Radio

BBC, ITV, PACT & TAC television companies will contribute an amount equal to 7.5% of your fee.

5% personal contribution.

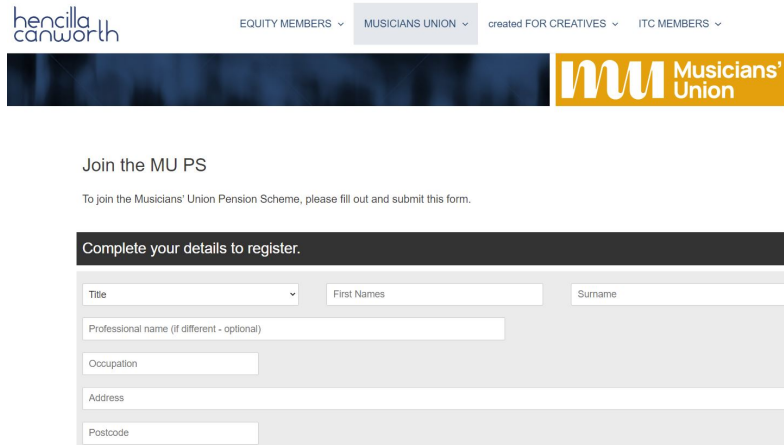
PACT and TAC Independent TV Production companies will contribute an amount equal to 5% subject to a maximum per engagement/weekly/episode fee*

2.5% personal contribution.

It is the responsibility of the Artist to notify the Producer prior to the engagement that they are a member of the pension scheme and to provide their pension membership number in the space provided in the form of engagement.

HOW TO JOIN THE MUPS

To join the MUPS [click here](#).



The screenshot shows the Hencilla Canworth website navigation menu with options: EQUITY MEMBERS, MUSICIANS UNION (highlighted), created FOR CREATIVES, and ITC MEMBERS. Below the menu is the Musicians' Union logo. The main content area is titled "Join the MU PS" and includes the instruction: "To join the Musicians' Union Pension Scheme, please fill out and submit this form." Below this is a registration form with the heading "Complete your details to register." and the following fields: Title (dropdown), First Names, Surname, Professional name (if different - optional), Occupation, Address, and Postcode.

Or you can also join simply by calling us on **020 8686 5050** and supplying us with information verbally.

HOW TO COMPLAIN

If you have any complaints regarding the MUPS please write to us at Hencilla Canworth Ltd, Simpson House, 6 Cherry Orchard Road, Croydon CR9 6AZ email us at mups@hencilla.co.uk or telephone us on 020 8686 5050.

If you have any questions or doubts regarding the MUPS you should seek our expert advice. Because this investment may go down as well as up you may not get back the full amount invested. Levels and bases of; and reliefs from taxation; are subject to change and depend upon the individual's personal financial situation.

CONTACT US

If you have any queries please contact:

ANDREW BARKER

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Hencilla Canworth Ltd is registered in England. No. 1593283.

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