

## EMPLOYER WORKPLACE PENSIONS

# RECENT PENSION CHANGES – ARE YOU UP TO SPEED?

Change is a constant theme in the world of workplace pensions, but the pace and scale of recent developments has been dramatic.

You will have met the challenge of automatic enrolment, adapted for the DWP Command paper and digested the new Pension Flexibilities. Then the July 2015 Budget introduced more complexity and we now await the outcome of consultations on pension tax reform, governance and member guidance!

This amounts to rather a lot to cope with and undoubtedly there's yet more to come...



Broadstone can help. We are a pension and employee benefits consultancy with specialist expertise in corporate pensions, automatic enrolment, employee pension education and communications.

We can give you a coherent review of recent developments and highlight the specific options available to you.

### ARE YOU CONSIDERING THE RECENT CHANGES?

- Can your current pension scheme offer members the full range of Flexible Retirement options?
- Is the default fund lifestyle strategy still appropriate?
- How will you communicate the new Pension Flexibilities to employees?
- How do you plan to deal with the potential loss of pension tax relief for your higher-earning employees? What about the impact of the reduced Lifetime Allowance?
- How will you decide where your responsibilities end and the personal responsibility of employees takes over?
- What is happening to Pension Salary Sacrifice?
- Will the April 2016 cessation of pension commission result in additional fees from your adviser? And what will the impact be on the pension itself?
- Are you satisfied that your Automatic Enrolment processes are compliant, efficient and ready for your three year re-enrolment duties?
- Does your pension scheme structure prevent lower paid members from obtaining tax relief?
- How will you keep abreast of future pension changes?

## OUR SERVICES INCLUDE

Employer consultancy  
and ongoing support

1

Employee education,  
guidance and helplines

2

High Earners –  
advice, guidance and  
communication

3

Automatic Enrolment –  
Audit and Review

4

We can work with you on the design of a practical and cost effective pension strategy that takes into account the recent changes, your employee profile and the communication needs. Our pro-active ongoing support will keep you abreast of future change and help to increase the effectiveness and employee appreciation of your pension.

## ABOUT US

Broadstone provides independent pensions, actuarial and investment advice and services as well as health, risk and flexible / voluntary employee benefits. We support employers, pension scheme trustees and individual pension scheme members. Our expert team is passionate about understanding its clients' objectives and challenges to achieve the very best results through clear cost effective advice.

## CONTACT US TODAY

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If you are responsible for your employer scheme and looking for clarity and a fresh perspective on your pension strategy, we can help. Please contact us to arrange a free initial meeting or telephone discussion.

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