

I can help you tailor a pension arrangement that suits both you and your employees' needs

It is important to set up a pension arrangement that takes your circumstances and requirements into account. I can help you set up an arrangement tailored to your needs. Factors that could be considered include:

■ **Employer Contributions**

You don't have to make contributions to a Group PRSA arrangement so this option is suitable if you are providing your employees with access to pension provision but don't plan to make a contribution yourself.

■ **Investment Choice**

You can decide whether or not to offer investment choice to your employees and if so, decide on the range of funds to make available. You can also offer a default investment strategy which is the fund into which contributions will be invested if an employee does not wish to make the investment choice themselves.

■ **Additional Protection Benefits**

You may have the option of adding additional protection benefits to the pension arrangement, for example life cover, income protection cover or premium protection cover. Depending on the age profile of your workforce, it may be relatively inexpensive to add these benefits and they will be highly valued by your employees.

Contact us today to find out more

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Company Pensions

A Good Idea For You And Your Employees





While there is a legal requirement to provide employees with access to some form of pension, a good pension plan can also form an important part of any remuneration package in actively encouraging employees to consider a long term future with your company.

There are generally two company pension plan options available to employers when setting up a pension arrangement for employees - a defined contribution Group Retirement Plan or a Group Personal Retirement Savings Account (PRSA). Both are tax efficient, flexible and accessible ways to provide financial security for your employees in retirement.

I can meet with you to discuss the differences between each arrangement and advise you on the best option based on your circumstances and requirements. I can guide you through the setting up process, helping you decide the contribution level that best suits you, and assist your employees in selecting appropriate investment funds.

I can also advise you on the options available to you as an employer for your own retirement planning.

It is important to note that tax relief is not automatically granted. Revenue limits, terms and conditions apply.

The information contained in this leaflet is based on our understanding of current and intended legislation and Revenue practice as at April 2016.

One of the key advantages of a pension is the generous tax relief available

Tax advantages for you

As an employer you benefit from tax relief on any contributions that you make to your employees' pension plan as these can normally be fully offset against Corporation Tax as a business expense. The net cost of a company contribution of €1,000 is effectively €875.*

Tax advantages for your employees

Employees can normally avail of generous tax relief on their contributions of up to 40%** (subject to Revenue maximum limits) so that if they paid €100 into their pension each month the actual cost to them could be only €60.

Employees also benefit from tax free growth on their investment, and a tax free lump sum at retirement.

Warning: The value of your investment may go down as well as up.

Warning: If you invest in this product you may lose some or all of the money you invest.

* Based on 12.5% Corporation Tax rate for non-manufacturing companies

** Based on tax relief at the higher rate of 40%.