Countdown to Retirement

Taking personal responsibility is one of the key requirements and indeed a challenge, for members of a DC pension plan.

With the additional freedoms introduced in the 2014 Budget, members face an array of important choices. This is particularly the case during the latter stages of accumulating their retirement fund and when taking their benefits; whether through a lump sum or series of lump sums, a guaranteed income, regular withdrawals or a combination of some or all of these.

Unsurprisingly the demand for workplace financial guidance is significant. In our Employee Insight Report 2014, 69.2% of the 3,000 employees surveyed said that employers should do more to educate their workforce about different financial products.

Furthermore, it is increasingly recognised that a more engaged workforce underpins productivity, profitability and business continuity. The Chartered Institute of Personnel and Development outlined in 2013 that their research showed “positive relationships are evidenced with profit, revenue growth, customer satisfaction, productivity, innovation, staff retention, efficiency and health and safety performance.”

Accordingly, a financial education programme offers a number of benefits: enhancing employee engagement, supporting corporate goals, underpinning risk management and corporate governance responsibilities.

Helping members get ready for retirement

Our Employee Insight Report 2014 shows 62% don’t know how much they should be saving and 39% are worried about their retirement.

Pensions are complex for many people. Uncertainty and concern is commonplace among the UK workforce. Few will have had any formal education regarding finance at school or college. Understanding will have been gained piecemeal from a variety of sources: friends, family, colleagues, the media and the internet.

This leaves members vulnerable to poor decision-making, particularly in the run-up to starting to take benefits built-up in their pension plan.

To address this issue we have created a structured education programme: Countdown to Retirement.

This structure is borne of our own considerable experience and draws on academic research regarding adult education. It is designed to help:

• individuals adequately prepare for retirement
• individuals avoid common pitfalls and enable them to make informed decisions
• employers/trustees meet their legal and regulatory duties
• employers meet their HR objectives
• raise awareness of financial and lifestyle considerations

(Employee Insight Report 2014)

62% don’t know how much they should be saving

39% are worried about their retirement
**Countdown to Retirement**

Countdown to Retirement is a three stage programme which helps your membership generate better financial outcomes. The programme creates a pro-active and timely planning cycle for members.

The programme is informative, engaging and where necessary, challenging. Sometimes a wake-up call or highlighting the issues of concern are as important as the more gentle nudges to action.

The structure ensures that the interactive elements are naturally engaging and timely. Support sessions happen at the appropriate moment and focus on relevant areas that are now important to the individual as they progress through their personal Countdown to Retirement journey.

Countdown to Retirement programmes are genuinely bespoke. The content and the media used from online to face-to-face will be driven by the needs of you and your membership.

**Thinking about it**
(7 – 10 years before retirement)
- Content
  - Awareness
  - Financial
  - Member pack
  - Educational
- Media
  - Seminar
  - Web-ex

**Planning for it**
(2 – 5 years before retirement)
- Content
  - More in-depth
  - Educational and practical
  - Financial and lifestyle
  - Tactical rather than strategic
  - Member pack
- Media
  - Workshop

**Living it**
(3 – 6 months before retirement)
- Content
  - Annuity service
  - Fund consolidation
- Media
  - Online
  - Telephone
  - Written