
Workplace pension **support and management**

Helping your business navigate safely around
workplace pension legislation whilst supporting the
long-term financial security of your people





“Workplace pensions and automatic enrolment can be confusing and can place additional pressures on your business. We specialise in providing outsourced support and work as an extension of your team, helping you to focus on what really matters - your business.”

Martin Parish
Head of Retirement

The benefits of outsourcing the management of your workplace pension

At NFP, we use our deep pension knowledge, strategic relationships and technology to manage your automatic enrolment pension duties, whilst ensuring your people are fully engaged, saving enough for the future, and fully understand the value of saving for the future.

- ✓ **We're specialists** - There's no need for you to become a pension's expert – with over 20 years' experience, we already are.
- ✓ **Resource** - Our fully outsourced solutions have been designed to completely remove the time and resource burdens.
- ✓ **Compliance** - There are big risks with getting automatic enrolment wrong, or ignoring it; we ensure you are compliant in your duties.





Workplace pension health checks

Running a workplace pension scheme carries an inherent risk - with ever-changing regulations to satisfy and volatile investments to worry about. So it can be reassuring to invite an independent specialist to confirm everything is as it should be.

We'll look at your structures and personnel, understand your objectives, and tell you whether you're getting value for money.

We'll compare your pension scheme with the Pension Regulator's guidance:

- ✓ **Scheme design** - the contributions and retirement processes
- ✓ **Investment options** - whether you meet your objectives, and the suitability of the options and default fund
- ✓ **Governance** - your controls, responsibilities, monitoring and security

Gurdip Memmi
Senior Employee Benefits Consultant

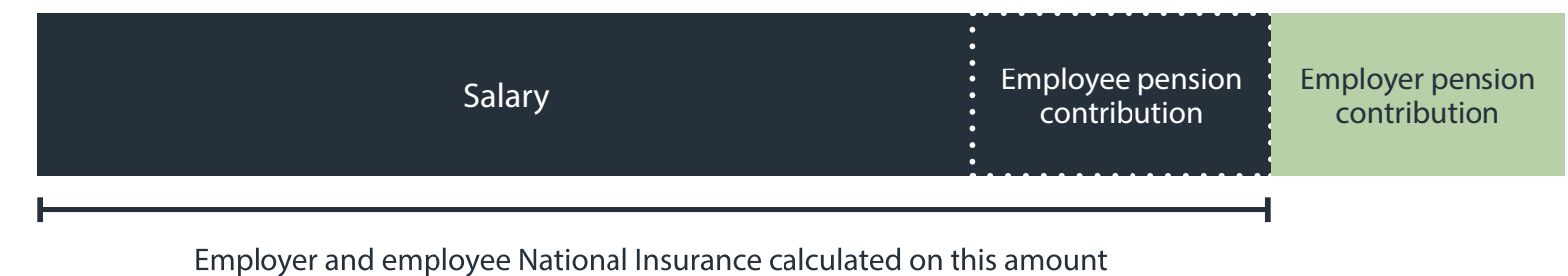
Pension salary sacrifice support

Pension salary sacrifice (sometimes referred to as salary exchange) is a method used to pay pension contributions. It allows an employee to sacrifice part of their salary for an equivalent increase in the contribution their employer makes to their workplace pension. This is commonly more cost-effective than the Relief at Source method, which takes pension contributions from an employee's net pay.

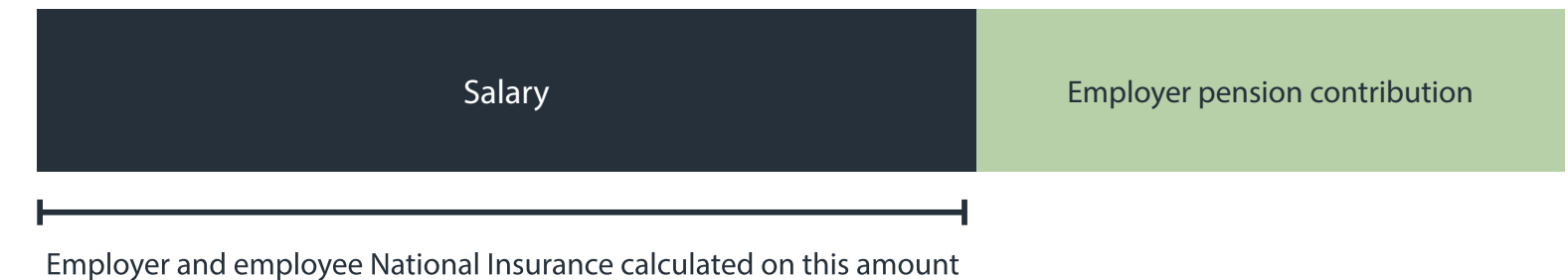
NFP offer a fully managed salary sacrifice implementation process where an NFP consultant will:

- ✓ Oversee your project from start to finish
- ✓ Act as the main conduit between all relevant stakeholders
- ✓ Ensure that all the relevant requirements of a successful implementation are delivered

Without salary sacrifice



With salary sacrifice



Day-to-day pension management

Partnering with a specialist to administer your workplace pension plan is a great way to remove the resource and risk burden on your business. It also ensures your employees have the best possible experience with the workplace pension you provide, which is a great way to demonstrate how much you value them.

Our dedicated customer service team will manage the complexities of your workplace pension for you, ensuring your duties with The Pensions Regulator are met each month. They will also be there to support your employees with any queries they may have, helping them understand the value of your pensions whilst helping them save for a prosperous future.

You will receive:

- ✓ Project management of all transitional work
- ✓ Comprehensive data validation each month
- ✓ Personalised employee communications
- ✓ Support with resolution of employer and employee queries
- ✓ Declaration of compliance and cyclical re-enrolment

Monthly processes:

- ✓ Upload your pay data
- ✓ Validate your data for accuracy
- ✓ Run assessments on your behalf
- ✓ Manage opt-ins and opt-outs
- ✓ Issue payroll deduction schedules to your payroll system
- ✓ Produce contribution reports and issue to provider



Adam Burn
Head of Pension Consulting

Governance and pension advisory support

Good governance is all about identifying and monitoring your pension scheme on an ongoing basis to ensure your scheme delivers good outcomes - for both your people and your business. Our specialist pension team can help you establish a strong governance framework to help identify and manage any key risks to your members' retirement savings.

NFP's governance team can help you

- ✓ Establish, attend and manage your Pension Advisory Committee (PAC)
- ✓ Regularly review your workplace pension scheme to enable you to evidence to employees that the scheme continues to be an appropriate vehicle for their retirement savings
- ✓ Create a formal process for the delivery of information in relation to future legislative requirements
- ✓ Formulate future decisions in respect of plan structure and support in order to try to deliver the best member outcomes possible

Find out more

Speak to our team today to see how we can help navigate and manage your workplace pension duties.

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The Financial Conduct Authority does not regulate some forms of automatic enrolment, some pension communications and some pension governance.

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