



Punter Southall  
DC CONSULTING



## Defined Contribution Consulting



# What we can do for you

As auto-enrolment and pensions reform push Defined Contribution (DC) even further up the agenda, the Punter Southall Group with our combination of actuaries, consultants and investment specialists is well placed to help you manage and run this critical element of your benefits package

### We provide:

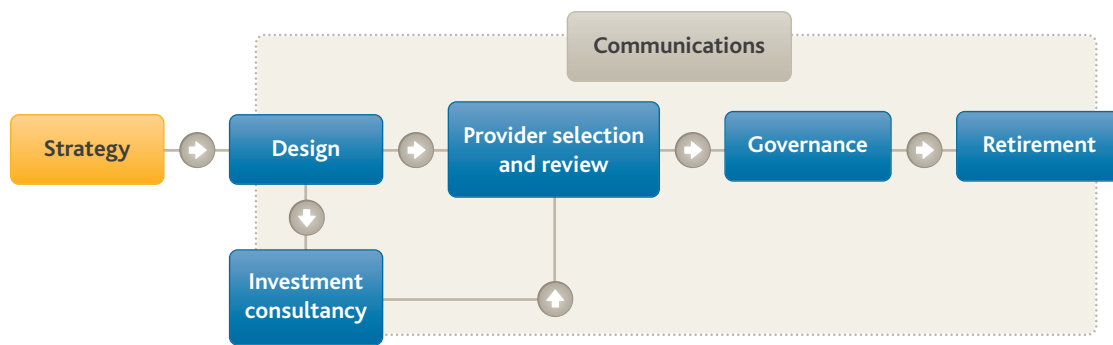
- An open-minded, independent approach** which explores all possible options;
- In-depth knowledge** of current trends and legislative developments;
- Thorough analysis** of your liabilities and the implications these have for the future;
- Pioneering consultancy tools and solutions** helping to make well-informed and quick decisions;
- Clear and continuous communication** with the pension scheme's members;
- Information and education** up to the point of retirement.

**Communication** is at the heart of all our advice. It is the backdrop to all the elements of the expert services we deliver to our clients and their members, from strategy and design through to governance and retirement.

"The language they used in the guide [and] in the presentation materials... was very user friendly, easily understood, cut out all the legal jargon... and, from my perspective, they had a close link with the pension lawyers to ensure that everything we did was cross referenced and cross checked by the lawyers... I didn't relish the challenge of coordinating all that, but it was made so much easier because of their involvement... and they hit every timescale... put extra resource on if they had to... but we still operated within the agreed price framework... it was just very, very slick."

Paul Westwick, Ryder

## A strategic partnership with you



Our partnership approach enables us to provide the best service to you and maximises the success of your pension scheme as part of your reward strategy. We offer a consultative and collaborative framework to gain a thorough understanding of your business, benefit strategy and ongoing objectives, ensuring that a pension strategy is established in line with your company's core values.

## Designing your contribution structure

The confirmation of auto-enrolment has enshrined the employer's role in pension provision, with every company in the UK obliged by law to contribute to all qualifying employees' retirement benefits. And as the Pensions Regulator keeps DC governance firmly on its radar, the responsibility on companies to provide adequate and robust pension provision grows ever larger.

### Our DC team offers:

- Information on what auto-enrolment and pension reform means for you;
- Advice on contribution levels, scheme design and communication packages;
- Bespoke modelling tools to demonstrate the impact of different financial, economic and legislative scenarios on your benefit packages;
- Deep market knowledge and experience to create the best course of action for you.

## Our approach to investment

Striking the right balance between driving strong returns and minimising risk is at the heart of our DC investment strategy. We know that members need to beat inflation but we also appreciate the dangers of introducing too much volatility.

### Our investment consulting team is committed to:

- Affordable and effective investment consulting advice;
- Delivering your preference for benchmarked, best efforts or income-targeted returns;
- A multi-asset approach using lifestyling and absolute return investments, mitigating downside and long-term inflation risks;
- Matching investment fund selection to each client, such as ethical investment for charities;
- Structured, adaptable solutions that react to changing membership needs;
- Supporting members unwilling or unable to make investment decisions by working with the scheme provider to create tailored and targeted investment options.

## Selecting and reviewing providers

Choosing the right provider makes all the difference to the success of your DC scheme. We have unrivalled knowledge of the DC market and provider selection is an area to which we commit substantial time and resource.

### **Our provider selection service includes:**

- An analysis of your DC requirements, which is fed into our DC selection tool to produce a list of providers ranked according to your specific requirements and preferences;
- An annual meeting with each provider to discuss all aspects of their proposition and delivery along with an independent review of their financial strength, investment performance and charges;
- A defined audit trail and objective support of the appointment of any new or replacement provider;
- Communicating any changes positively to the members to avoid negative feedback and disturbed employee relations.

## Governance

Effective governance is critical to ensuring a sustainable and successful DC pension scheme. Employers should look to maximise the return on their investment, while trustees must ensure they meet their legal obligations.

### **Our DC scheme audit:**

- Helps employers and trustees understand if the scheme is delivering value to the members;
- Identifies and rectifies any shortcomings;
- Provides the company or trustee board with a regular photograph of their scheme;
- Analyses the scheme's successes and failures, and highlights key areas of risk;
- Makes recommendations for improvement.

### **Employer duties audit**

In 2010 the Department for Work and Pensions issued final regulations setting out the detail of the new regime of employer duties that will apply from 2012. Employers need to be aware of the requirements and start considering any changes that may need to be made in order to comply. Trustees should discuss with employers whether they are planning to use their scheme to meet the employer duties requirements.

We can help by assessing your current scheme to see how it matches up to the 2012 requirements, and advising you on the actions needed to comply.

## Retirement

The decisions that need to be taken at retirement are complex and often irreversible. Therefore we believe that it is important for people reaching this stage to take some time to plan the best course of action.

We work with a leading charity to offer a Pre-Retirement Education Course that identifies solutions to any problems and in turn creates a successful transition from work to retirement for both employer and employee.

## Communicating with your members

Communicating the introduction of a new pension vehicle and its ongoing promotion is fundamental to its success, and is an essential part of our proposition.

Our extensive experience in tailoring communications specific to our clients' needs and those of their employees means we provide members with clear and concise information and guidance that helps them to understand their benefits and make an informed decision.

Information can be provided in a format that suits your employees and will be designed with branding and language aligned to your corporate identity.

### We have the expertise in delivering:

- Bespoke literature, using any company branding desired;
- Company-wide presentations that communicate generic scheme details;
- One-to-ones which answer individual questions; full advice can also be provided;
- Podcasts and webcasts via an intranet link or by email;
- A dedicated helpline and email address to provide assistance for all active scheme members.

## International

An additional benefit for our UK DC clients, many of whom are part of international organisations or are expanding overseas, is our ability to look at global retirement benefits coordination and the best practice solutions for the integration of mobile employees. These are individuals working outside of their home jurisdiction, including UK expats and foreign nationals working in the UK.

We work not only on global scheme structure and design but also implementation advice on matters related to Trustees, custodians, investment options and international strategies; initial and ongoing governance; education and training. We can also offer global administration and platform solutions, including dedicated member helplines, as well as international private client advice to members.

Our experience with cross border pension arrangements and international benefits enables our UK solutions to be robust and scalable for the international arena when and where appropriate.



### Get in touch

To find out more about our DC services, please contact:

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For further information, visit our website at [www.puntersouthall.com](http://www.puntersouthall.com)

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