

Managing Auto- enrolment within Total Reward

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Where does Pension fit in?





What does this mean?

Financial

- Immediate cost implications
- Long term cost implications

How can we afford or fund this?

What is member projection and cost implications?

Employee Engagement

- Perceived fairness
- Perceived affordability

How will this impact our employees?



What are my options?

- Why should current pension members pay?
- Why should AE members not benefit in the same way as existing members over the years

Robbing Peter to pay Paul

Sweating the assets

- How can we make this self funding?
- How can we get value back?

- Bite the bullet and deal with the immediate costs?

Request new funding

Review existing reward spend

- How can we review existing Policies to maximise current spend?
- How can we find costs savings?

Turn it to your advantage



You are not
on your
own

Reward Strategy

Where are you now and where do you want to be?

Reward Discovery

What are you doing well and what are you not doing?

Doing what's needed

Pension contribution – phased
implementation – moving to a
competitive scheme

Getting pay back

Fixed & variable - increasing
and rewarding performance

Maximising value

Employee engagement –
messages, positioning &
valuing

Thank you!

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