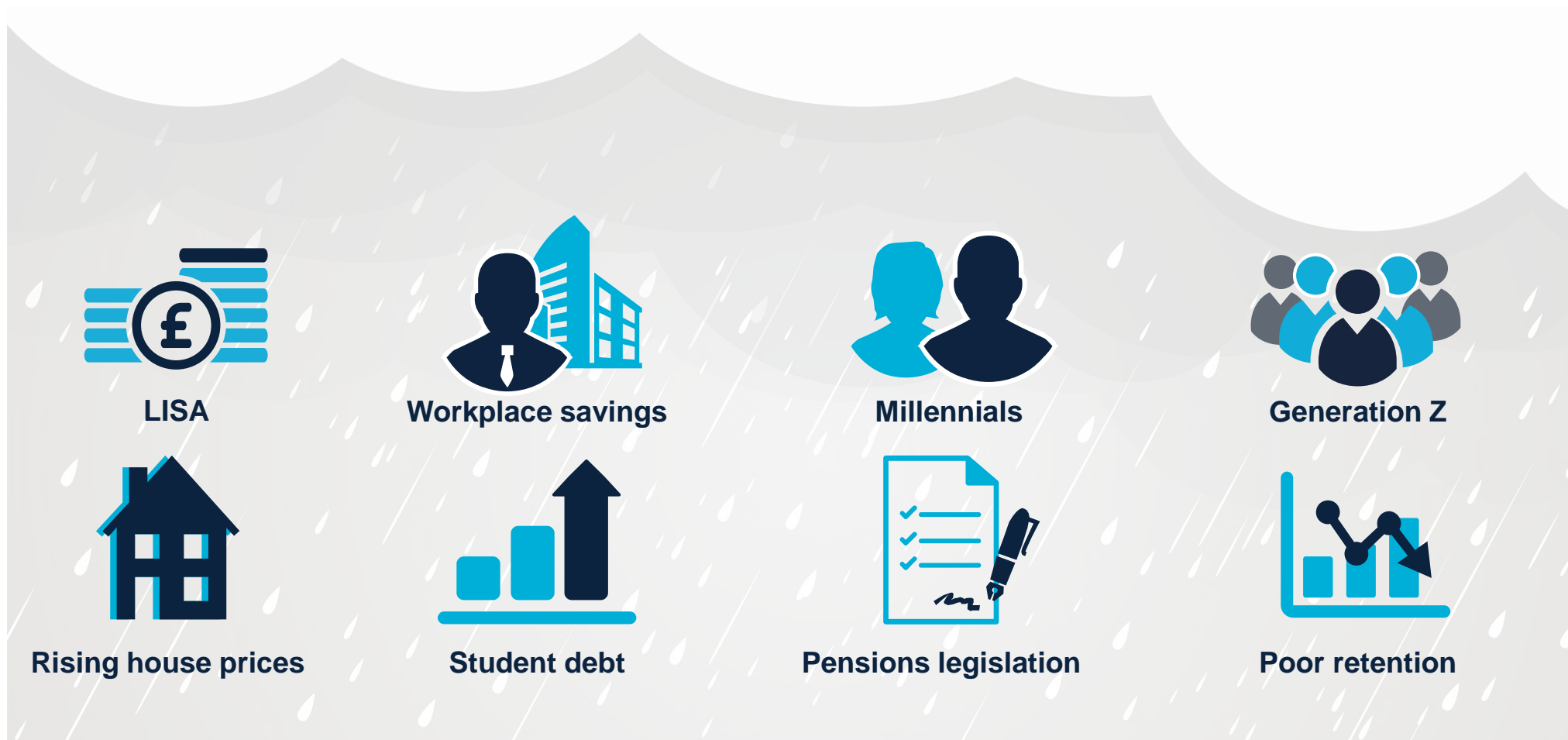




# WORKPLACE SAVINGS FOR A NEW LOOK WORKFORCE

April 2017

## THE PERFECT STORM



# “I CAN PROVE ANYTHING WITH STATISTICS EXCEPT THE TRUTH”

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- The average deposit for a house in the UK is now £32,321 (source Halifax 2016)

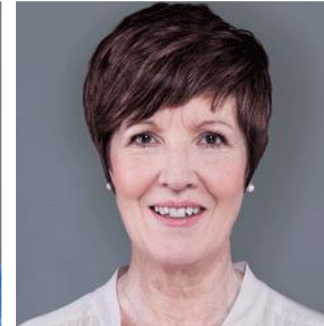


- University fees now at £9,000 per year



- Millennials are changing the way we reward people

# CAN PENSIONS TICK ALL THE BOXES?



**MAX**

**ANGELA**

**MICHAEL**

**SUSIE**

**CHRIS**

<b>Current priorities</b>	Student debt / going out drinking	Saving for a house	Children's future / paying the mortgage	Kids have left home so it's time to have some fun	Wants to maximise income in retirement in the a tax efficient manner
<b>Current circumstances</b>	Nil pension savings – not really interested	Should really start saving for retirement but not doing anything about it	Diverting pension savings to buy shares in Pampers	Starting to panic – left it late	Over the Lifetime Allowance
<b>Does pension work for him/her?</b>	Not really	Probably not	Of course but where's the excess money to put into it?	Definitely	Not really – he's maxed out
<b>How might an alternative help?</b>	Start saving instead of getting into more debt – tie in to long term service	Start saving instead of getting into more debt – tie in to long term service	Helps to put something away for the childrens' futures.	It might not, Susie probably needs to save for retirement	Starting to save some cash to help his children with their children



# WOULD AN ALTERNATIVE WORK?



**MAX**

Helps him clear the student debt



**ANGELA**

Helps save that £32,000 deposit



**MICHAEL**

If he's got any money left after food and nappies, he will try to save for something in the future



**SUSIE**

Possibly but likely to maximise pension savings at this stage



**CHRIS**

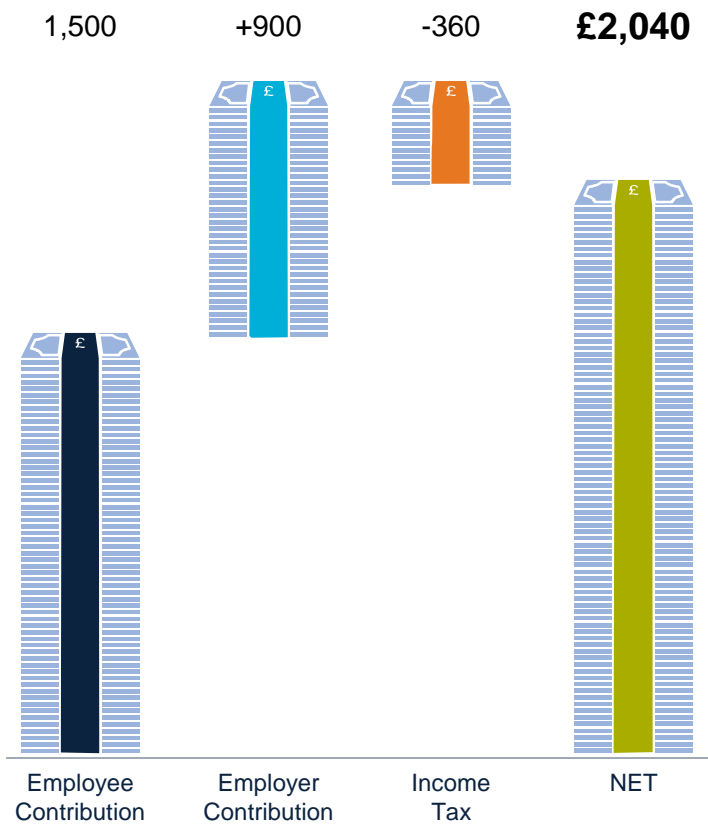
Yes if he's maxed out LTA and/or AA

# HOW WOULD IT WORK?

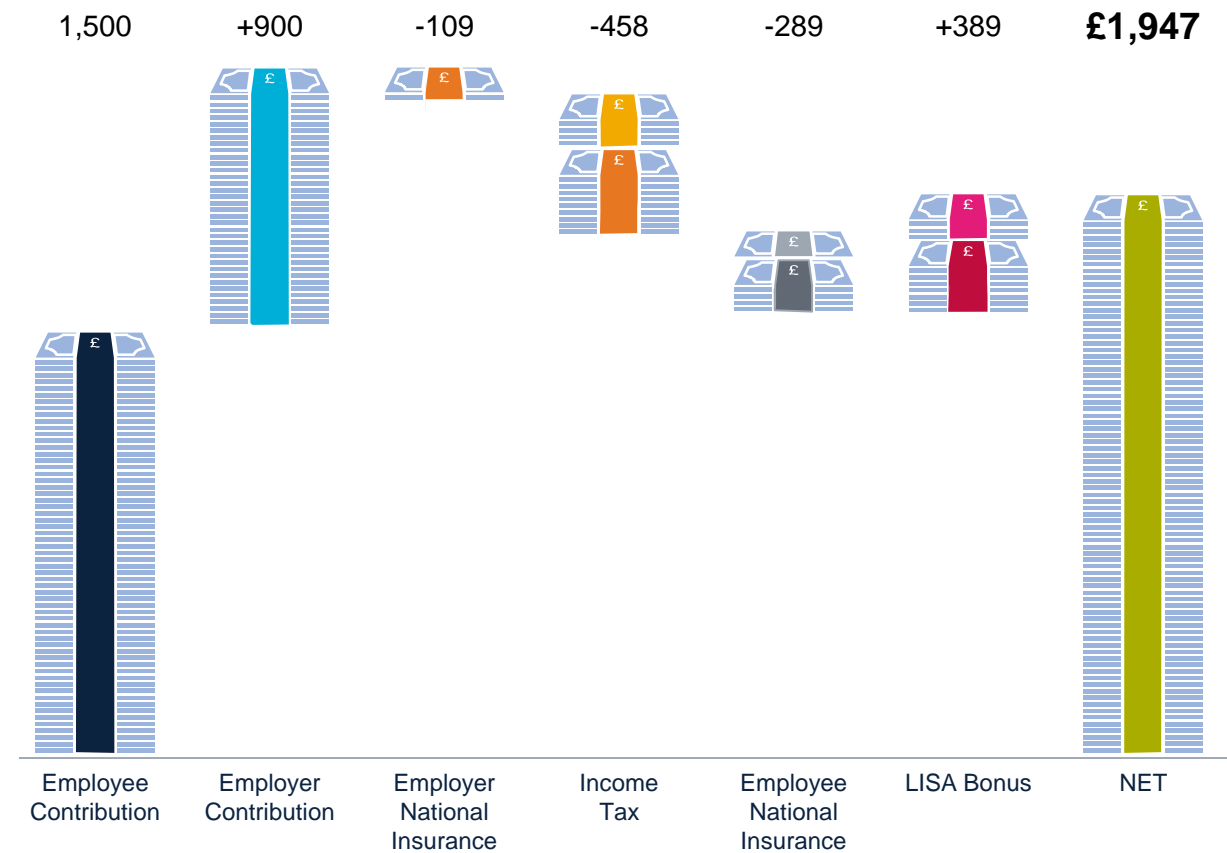
## DID SOMEONE SAY LISA?



### AE Pension (5% e'ee, 3% e'er with salary sacrifice)



### Lifetime ISA (8% equivalent with 25% government top-up)



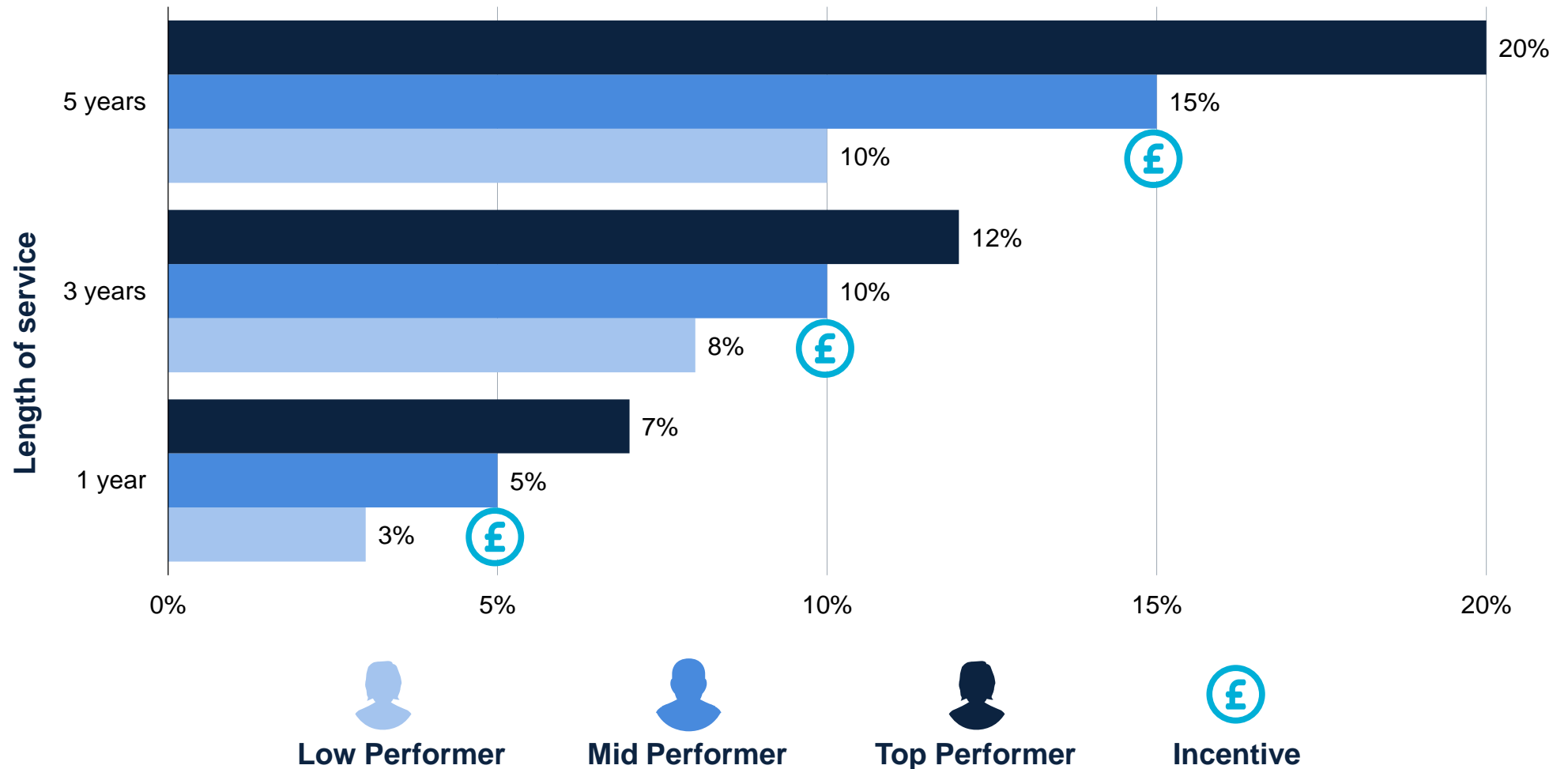
# WHAT'S THE COST OF RETENTION?



## What is an engaged employee worth to your business?



# ALIGNING TO PERFORMANCE MANAGEMENT AND RETENTION





# CONTACT INFORMATION

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