

# CHC HR SDG – Pensions in 2021

17 March 2021

**isio.**



# Agenda

## 1. Introduction to Isio

Sophie Ash – Director & Actuary - public services specialist

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## 2. Sector pensions overview

## 3. Inclusive pensions

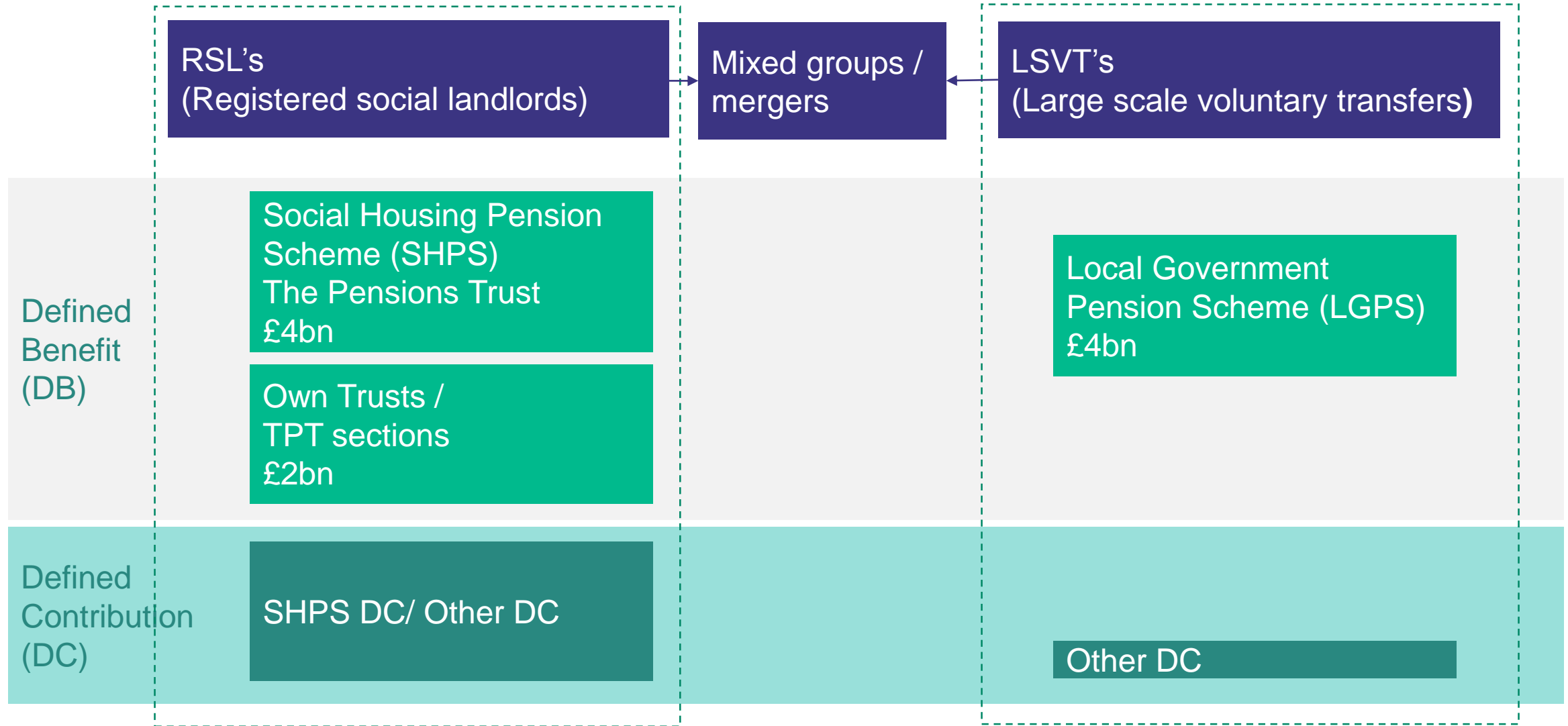
## 4. Financial wellbeing

## 5. Member outcomes

## 6. Broader savings

## 7. Pensions discussion forums for Wales

# Sector pensions overview



Note: Asset levels quoted are estimated to indicate the broad level of magnitude. Based on Isio's current market understanding

# Typical current offer

An individual housing association's workforce is typically split across

- LGPS
- SHPS DB
- DC (SHPS or other provider) – with variable contributions
- No pension scheme

The benefit to each employee varies:

- Value of benefit
- Employer contribution
- Employee contribution

There is financial risk to the employer with DB and no risk with DC

# Inclusive pensions

## The Employer Challenge

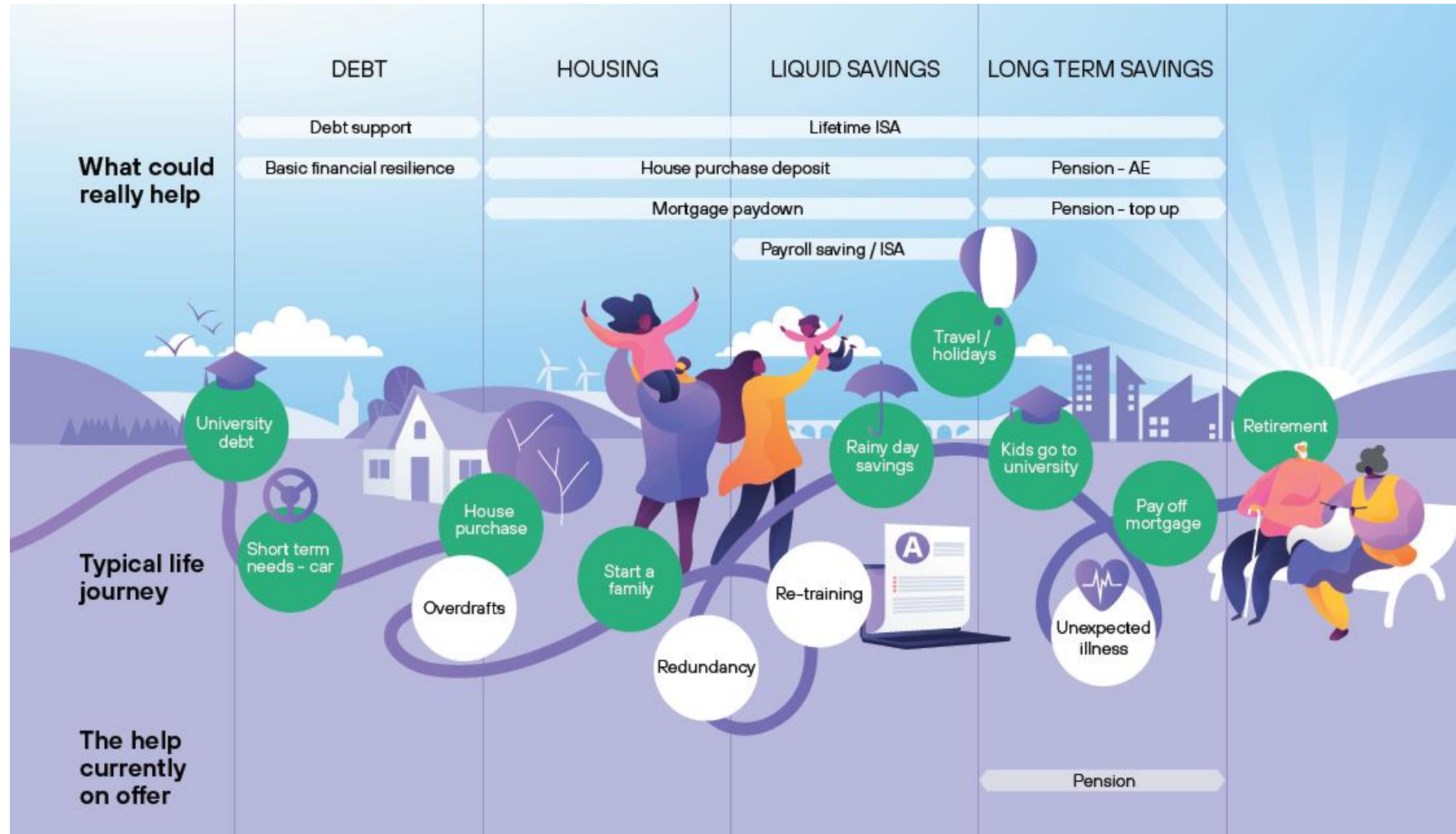
How do I deliver a pensions and savings model which is valued, increases engagement and meets the different needs of a diverse workforce?

An inclusive pensions strategy is.....

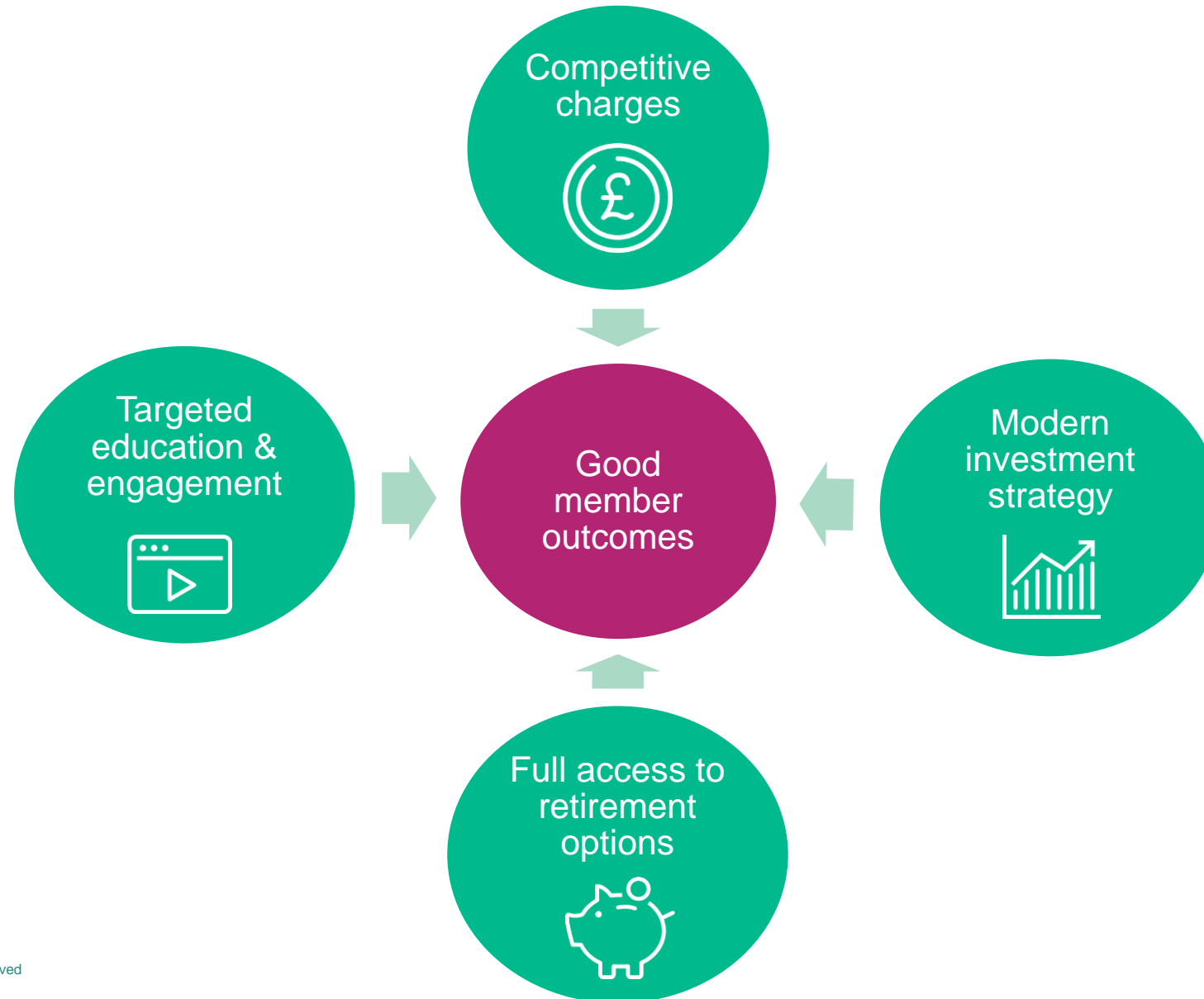
A strategy that aims to deliver, within an agreed budget, a fairly distributed benefit to all groups of employees.

“Benefit” in this case, can be considered to be a combination of the level, form, timing, accessibility and appreciation of the pension or alternative savings.

# The financial wellbeing journey



# What provides good member outcomes in a DC scheme?



# Retirement options

Income drawdown



Cash

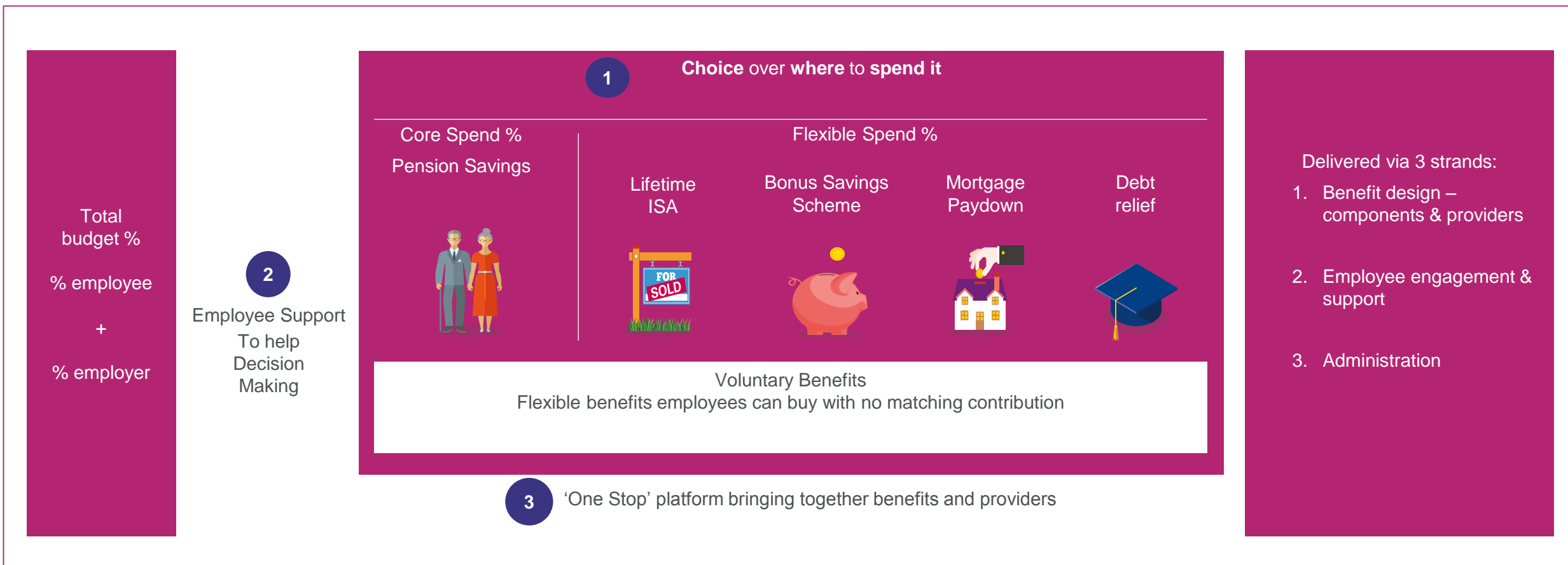


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# Broader savings vision



# Upcoming events for housing in Wales

Please share with colleagues (HR, Finance, governing bodies) and peers and register using the links provided:

- 22 March 11:30 – 12:45  
Defined Contribution – Discussion Forum for Social Housing providers

[Register](#)

- 13 April 11:30 – 12:45  
Defined Benefit – LGPS employer flexibilities

[Register](#)

- 27 April 11:30 – 12:45  
Defined Benefit - Scheme funding for SHPS and Trust based schemes,

[Register](#)

# Thank you

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