

# **Accenture Retirement Savings Plan**

Category Change Window

ARSP Trustee Webinar



# Before we start

This webcast is for information only and not a substitute for personal financial advice

Please ensure that all advice you get is from a **qualified** financial advisor

We cannot answer personal questions about your specific ARSP account



# Category Change Window

The Category Change Window is open – what does that mean for you?

- 01** ARSP contribution structure
- 02** Give your pension some attention!
- 03** Auto Enrolment
- 04** Analysis of membership / contributions payable
- 05** What is the 'Change Window'?
- 06** What does it mean for me?
- 07** What will it cost me?
- 08** Next steps / take action
- 09** Question & answer session

# Accenture Retirement Savings Plan (ARSP)

## CONTRIBUTION STRUCTURE

MAIN CATEGORY			
AGE BAND	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION	TOTAL CONTRIBUTION
UP TO 33	2.0%	6.0%	8.0%
34	3.0%	8.0%	11.0%
35-37	4.0%	10.0%	14.0%
38-39	4.5%	11.0%	15.5%
40-49	5.0%	12.0%	17.0%
50+	6.0%	14.0%	20.0%

CONTRIBUTIONS CALCULATED USING BASIC SALARY

AUTO-ENROLMENT CATEGORY		
EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION	TOTAL CONTRIBUTION
5.0%	3.0%	8.0%

CONTRIBUTIONS BASED ON QUALIFYING EARNINGS  
EARNINGS ABOVE £6,240 AND CAPPED AT £50,270 (2022/23 & 2023/24)

MANAGING DIRECTORS ARE ELIGIBLE FOR MEMBERSHIP OF THE EXECUTIVE AUTO-ENROLMENT CATEGORY ONLY



# Give your pension some attention!

## Can you answer these simple questions?

- What pension category are you in?
- How much do you contribute?
- Do you pay more than the minimum contribution?
- How much does Accenture contribute?
- What can you do to maximise your pension from Accenture?
- Have you registered for Manage Your Account (MYA), your online pension portal?

# Accenture Retirement Savings Plan (ARSP)

Auto Enrolment is a legislative requirement for eligible employees who do not elect to join the main ARSP pension plan.

- Automatic Enrolment (AE) was introduced under the Pensions Act 2008, stipulating every employer in the UK must automatically enrol certain employees, into a workplace pension scheme and contribute towards it.

Eligible workers are:

- employees aged between 22 and State Pension age (SPA)
- And, earning over £10,000 a year.
- Once enrolled, employees have the option to leave the scheme (**opt-out**).
- In April 2019, contribution rates for Auto-enrolment schemes rose to a total of **8%**, with at least 3% being contributed by the employer.
- Contributions are calculated using **Qualifying Earnings (QEs)**

Contribution Rates under Auto-enrolment		
Employee	Employer	Total
5%	3%	8%
<i>Contributions are calculated based on Qualifying Earnings which are earnings over £6,240 and capped at £50,270. These figures are reviewed each year by the Government.</i>		

# Accenture Retirement Savings Plan

## You are currently saving into the “Auto-enrolment Category”

### What does this mean?

As a member of the ARSP auto-enrolment category, the minimum total contribution from both you and Accenture is 8%. Your pension contributions are calculated on all earnings above £6,240 and capped at £50,270.

### For example:

**Sasha:** aged 29 years and earning £48,000 p.a. would pay contributions on £48,000 - £6,240 = **£41,760**

**Ben:** aged 39 years earning £67,000 p.a. (i.e. earnings above the cap therefore would pay contributions on £50,270 - £6,240 = **£44,030 (maximum)**)

### Sasha's pension calculation

Employee pays 5% & Employer pays 3%  
= (41,760 x 5%) plus (£41,760 X 3%)  
= £2,088 plus £1,252.80

**Total paid to pension pot - £3,340.80 p.a.**



### Ben's pension calculation

Employee pays 5% & Employer pays 3%  
= (44,030 x 5%) plus (£44.030 X 3%)  
= £2,201.50 plus £1,320.90

**Total paid to pension pot - £3,522.40 p.a.**

*\*£3522.40 p.a. is the maximum amount paid to pension by members earning more than £50,270 and paying core contribution levels under AE.*



# **Opportunity to maximise your pension contribution from Accenture**

**“Change Window”  
is open**

Each year in March and September we open the ‘Change Window’ to allow members who have been automatically enrolled into the AE category to elect to change into the ARSP main pension category.



# Change Window.....?

## Pay attention to your pension!



You will shortly receive an email from Legal & General informing you that the 'Change Window' is open.



It is an important and targeted email and is being sent to you on behalf of Accenture and the ARSP Trustee giving you the opportunity to leave the Auto-enrolment category and join the Accenture Retirement Savings Plan – main (age-related) category.



The table on the right shows the contribution rates for the main category. You will note that employer contributions are significantly higher than the minimum rate applied under Auto-enrolment!

Contribution Rates for ARSP main category		
Age	Employee	Employer
Up to 33	2%	6%
34	3%	8%
35 - 37	4%	10%
38 - 39	4.5%	11%
40 - 49	5%	12%
50+	6%	14%

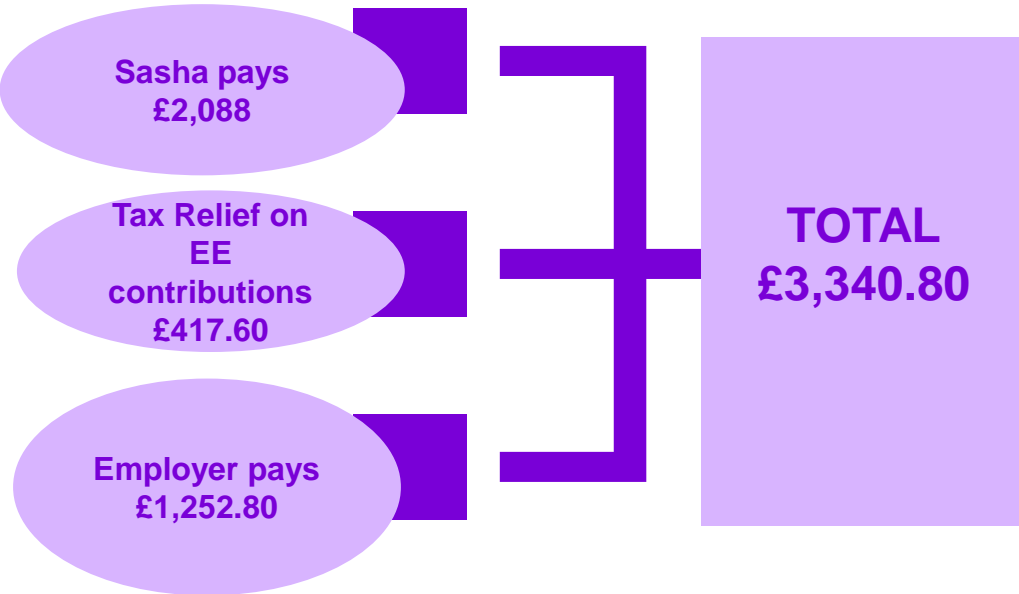
*Pensionable pay in the ARSP main category is based on Annual Salary*



# Comparison of AE versus main category

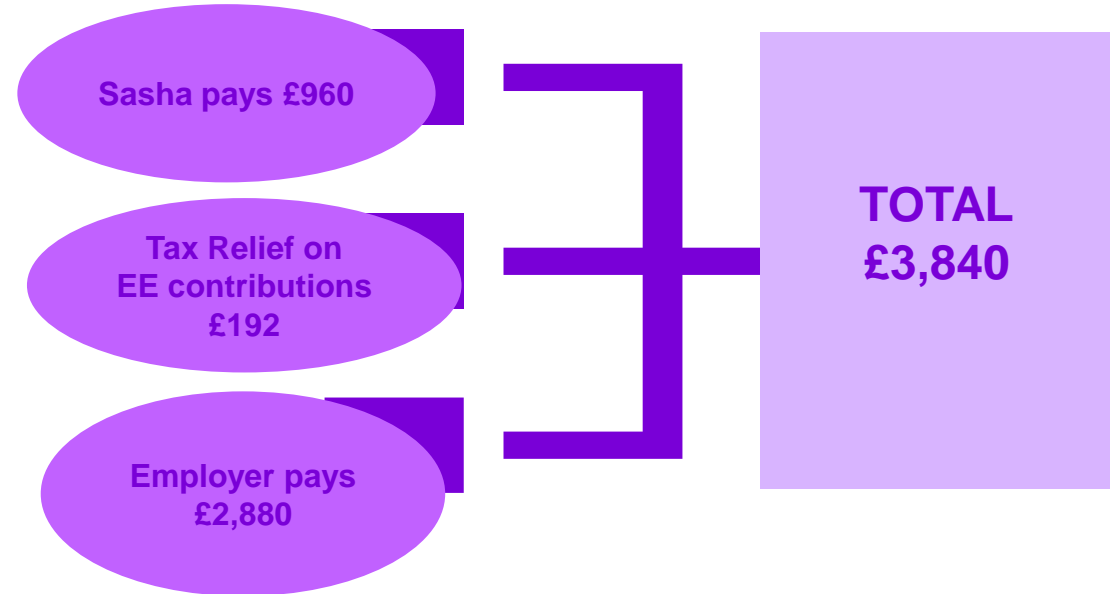
Sasha is aged 33 years and earns £48,000 per annum. In the AE plan she pays 5% employee contribution and receives 3% from the employer: Contributions are based on Qualifying Earnings

## Under auto-enrolment category 5% EE & 3% ER



A net contribution of £1,670.40 gives a total of **£3,340.80** into her pension pot.

## Moving to ARSP main category – minimum contributions will be 2% EE and 6% ER

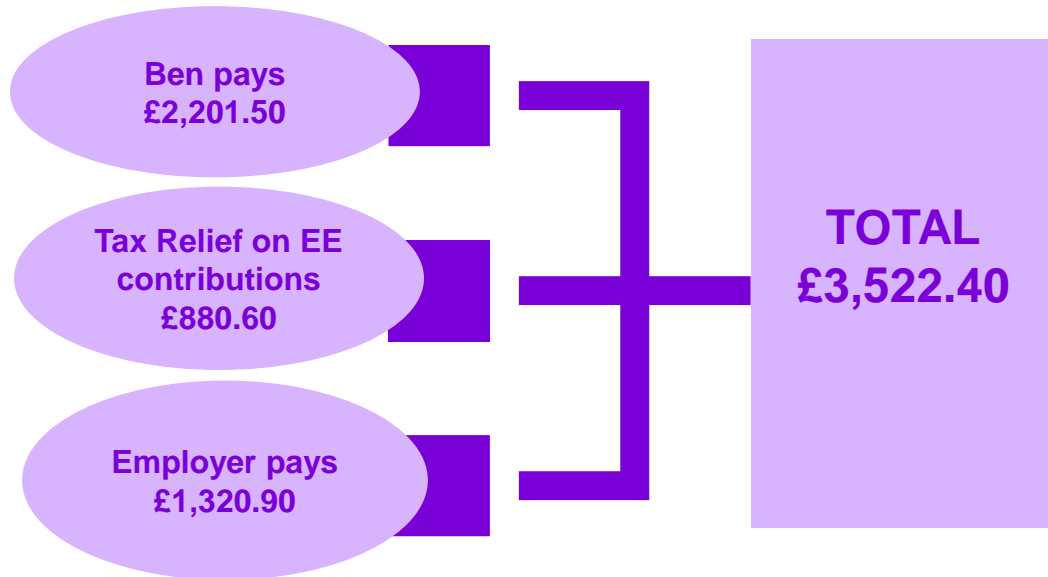


A net contribution of £768 gives a total of **£3,840** into her pension pot.

# Comparison of AE versus main category

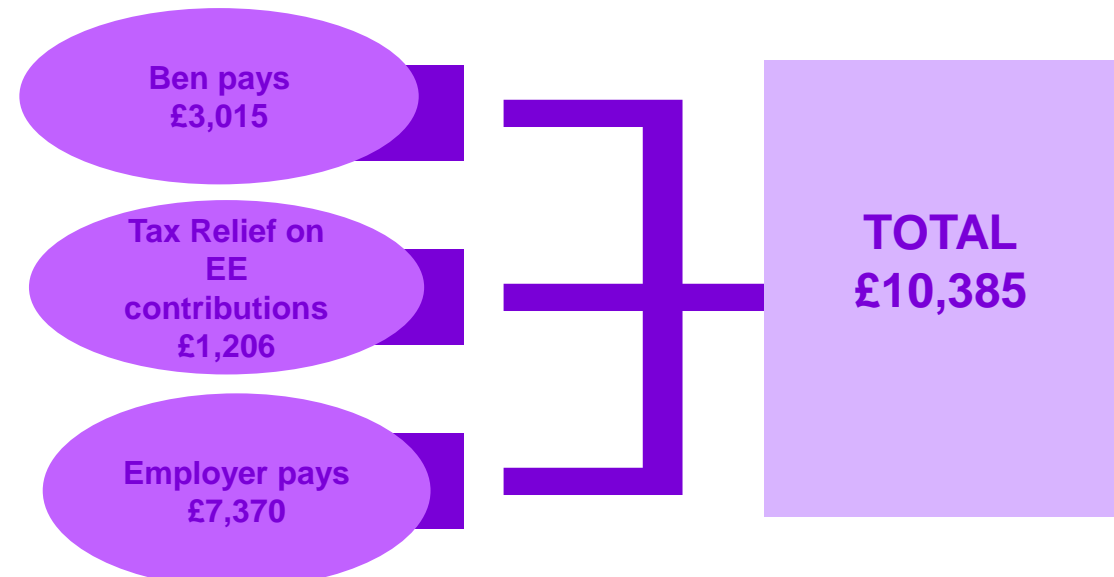
Ben is aged 39 years and earns £67,000 per annum. In the AE plan he pays 5% employee contribution and receives 3% from the employer: Contributions are based on Qualifying Earnings

## Under auto-enrolment category



A net contribution of £1,320.90 gives a total of **£3,522.40** into his pension pot.

## Moving to ARSP main category – contributions will be 4.5% EE and 11% ER



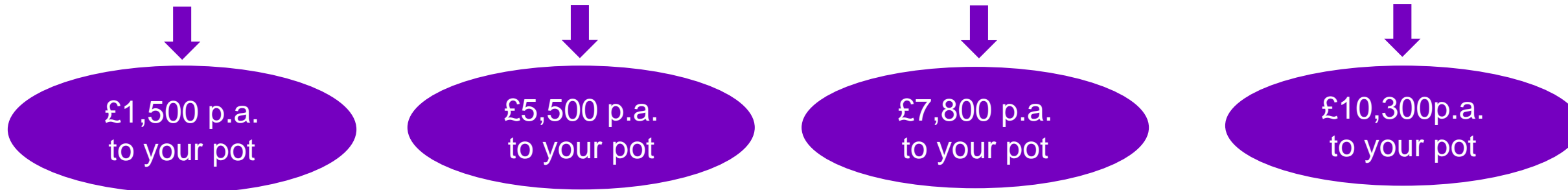
A net contribution of £1,809 gives a total of **£10,385** into his pension pot.

# What this could mean for me

As at January 2023 there are circa.1,100 members in the Auto-enrolment category



Apply to join the main ARSP category now and maximise your employer contribution adding:-



> Above figures are based on average salaries for the various age groups.

# What do you need to do?

## Step 1. - Email notification from L&G

- Confirming you are currently saving into the AE category
- Select the Single Sign On link to your account
- Select Manage My Pension

## Step 2. - Change your pension category

- On the pensions summary page select 'change your contributions'
- Select the main category
- Confirm the contribution % you want to pay
- Submit the change

## Step 3. – Join main category

- Changes made before the 6<sup>th</sup> of March will be effective in **March 2023**. Changes made after March payroll cut-off will be effective in **April 2023**
- You will receive a confirmation email

The screenshot shows a web interface for changing a pension category. At the top, it says 'Change your pension category' and 'Your options'. Below this, a paragraph explains that the user is currently in the auto enrolment category and switching to the main category will result in more money being put into their pension pot. A light blue callout box contains an information icon and text stating that more information about the main category can be found in the Member booklet. Below this, a note specifies that switching to the main category is only possible in March and September. The 'Select your category' section has two radio button options: 'Auto Enrolment - your current category' (which is selected) and 'Main Category'. Each option has a corresponding PDF fact sheet link. At the bottom, there are 'Continue' and 'Cancel' buttons.

Change your pension category

Your options

You're currently saving into the auto enrolment category of the Accenture Retirement Savings Plan (ARSP). If you switch to the main category, Accenture will put more money into your pension pot for you.

**i** You can find more information about the main category of the ARSP in the [Member booklet](#).

You can only switch to the main category in March and September.

Select your category

Auto Enrolment - your current category  
[ARSP Auto Enrolment fact sheet \(PDF\)](#)

Main Category  
[Main category fact sheet \(PDF\)](#)

Continue Cancel

# Q&A session



# Further Information



Legal and General dedicated helpline - 0345 075 0401



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[Manage Your Account](#)



[www.unbiased.co.uk](http://www.unbiased.co.uk) for a list of IFA's in your area

You can also find more information and support via the Money Helper website, including tools and calculators to help you support your retirement (and ongoing) savings decisions.

Visit [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

  
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**Thank You**