

Pensions Tax: Engagement and Communication

The Good, the Bad and the Ugly....

Laura Bowler

The art of communication...

...is to understand and be understood.

What are we trying to achieve?

The Bad....



Language Barrier...

“If you have any benefits in a money purchase (defined contribution) pension arrangement which you have flexibly access on or after 6 April 2015 then the Money Purchase Annual Allowance (MPAA) rules may apply. However the MPAA will only apply if your total contributions to a money purchase arrangement in a Pension Input Period exceed the MPAA”.

Pension input amount v pension growth

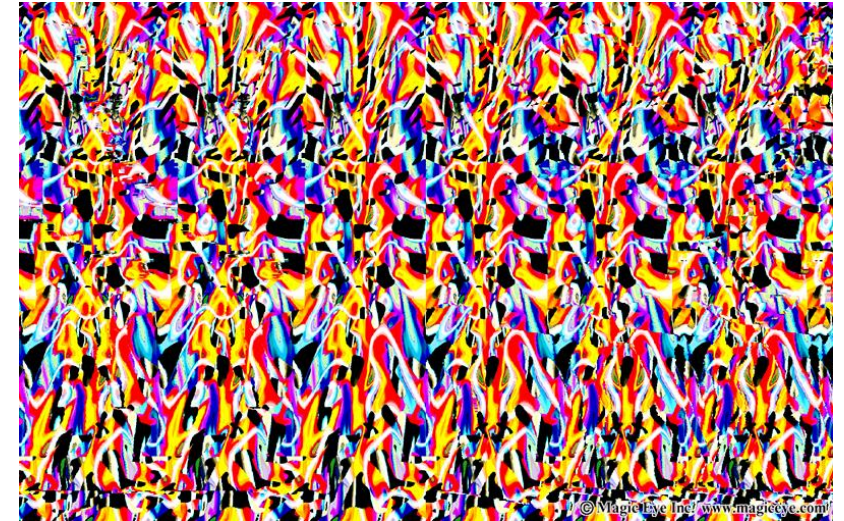
Income tax or not?

Threshold and adjusted income

Accrual v benefit growth

Pension-ese?

The Ugly...



$$\begin{array}{l} 2 > -3 \\ 0.999\dots = 1 \\ \pi \approx 3.14 \\ \sqrt{2} \\ 5(2+2) \\ 101_2 = 5_{10} \end{array} \quad \begin{array}{l} \infty \\ \times \\ \div \\ 5^2 \\ (1-2)+3 \end{array} \quad \begin{array}{l} + \\ - \end{array}$$



What does good look like?

- Multiple channels of communication
- Relevant but not assuming
- Balanced with the pension increase – combined statements?
- Pre-emptive
- Human Behaviour
- Language, terminology and perception
- Actions



Scheme Pays

Thank you very much!

Laura Bowler

Pen-gage Ltd

laura@pengage.co.uk

