# 2018 UK Pension **Strategy Survey**



# What are organisations planning for their benefit strategy in 2019 and beyond?

Employers look to reshape their benefits within their existing spend

## 1-in-3

Looking to increase employee choice and flexibility



# 2-in-5

Cost control is a key priority



## 1-in-3

Adding/enhancing financial well-being programmes is a key

priority

## DB plan design...

1-in-3

schemes open to accrual are looking to close in the next 3 years



## The future of DC...

### **Pension vehicle**

in 3 years

today

% of companies opting to use a master trust as main DC vehicle could more than double in next three years

### Motivations to change

Reducing costs and volatility is key driver for change in DB for



65% of employers

Also important...



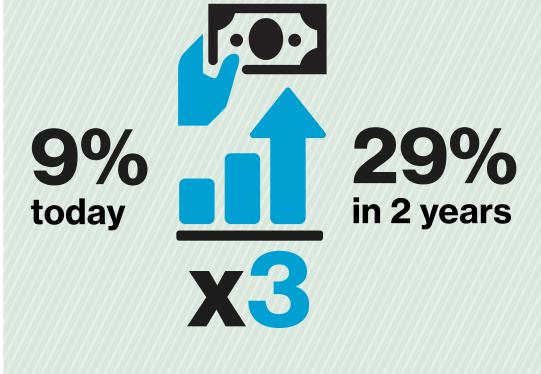
27% reduce inequality between employees with DB and DC

18% make benefits more flexible and align with flex benefits plans



### More flexible

Flexibility to use the employer's contributions for other financial priorities could treble in the next 2 years



### **Facilitating change**



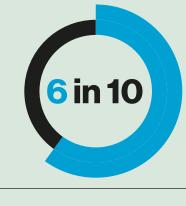
**Employers** are willing to give concessions to employees affected by the change

73% would increase **DC** contributions

**41%** would increase their death

in service lump-sum benefit

## Focus on at-retirement

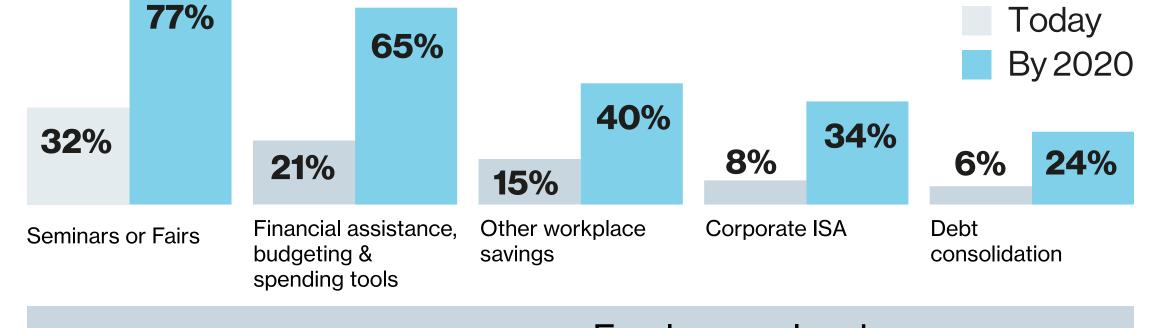


are looking to review their at-retirement support

Of those revising their pension vehicle 2-in-3 are looking to enhance communication and engagement for members

# Financial well-being and choice

Access to financial well-being programmes set to rise sharply



**Financial well-being** and flexibility are interconnected



Employers planning or considering offering flexibility are more than twice as likely to offer other workplace savings

But there is disconnect with employees' view on employer role on finances



Employees rank access to financial advice and spending tools as most important to help them with their finances

**Employers prioritise** corporate share plans and seminars as key tools for helping employees with their finances

Source: 2018 Willis Towers Watson UK Pension Strategy Survey