



Grant Thornton Financial Counselling (GTFC)

Ensuring your company pensions arrangements are fit for purpose.

Grant Thornton Financial Counselling Limited (GTFC) is the **personal and corporate financial planning** arm of Grant Thornton in Ireland and is regulated by the Central Bank of Ireland as an authorised adviser.

Corporate pensions

The ever changing pension landscape means that both employers and trustees of corporate pension schemes face many on-going challenges. These include:

- ensuring that the scheme and its design accurately reflects the company's employee benefits strategy;
- maximising value in the pension scheme arrangement under the ever present pressure to control/reduce costs;
- ensuring good and proper governance of their pension schemes in line with current legislation;
- maximising the potential for retirement savings to attract and retain key employees, particularly at senior level;
- ensuring optimum communication/education to scheme members to maximise their value from the scheme; and
- ensuring that the scheme investment policy is current, reflects current market best practice and is relevant to scheme members.

We offer a **"fit for purpose"** review which scrutinises and reports on all aspects of your corporate pension scheme. In the same report a detailed action plan is proposed to ensure, if implemented, that your scheme will be fully compliant and aligned to your company objectives and therefore, "fit for purpose".

The "fit for purpose" review includes:

- assessment of your scheme's design, benefit levels, compliance, costs and deliverables;
- assessment of your administrative facilities, including your communication with members, payroll requirements, tax and regulatory paperwork, financial management, and reporting;
- highlight the potential shortcomings of your existing scheme relative to others that may offer greater value;
- confirm the competitiveness of your existing schemes in terms of charges;
- advice on investment methods and strategies, the review of fund managers, review policies and the development of a Statement of Investment Principles;
- reviewing procedures in relation to trustees duties and responsibilities; and
- funding overviews.

Risk benefit reviews

Group risk benefits such as group life insurance (death-in-service benefit), group income protection (also known as Permanent Health Insurance (PHI) and critical illness plans form part of the backbone of many staff benefit packages.

These arrangements cover employees in the event of long-term illnesses, accidents and on death. They are a very cost effective way of protecting your business' most important asset – your employees and should be reviewed at least every two-three years.

Our review includes:

- assessment of your existing arrangements and ensuring there are no discrepancies between what cover is in place and what you believe is in place;
- ensuring all employees are covered for their full benefits;
- completing a risk rebroke to assess how competitive the cost of the benefits are against the market identifying any potential gaps in cover;
- providing an overall review of the protection benefits provided by the group; and
- recommendations in relation to any additional cover that you may wish to consider putting in place for key employees or groups of employees.



What you can expect

Overview

Grant Thornton provides an expert and independent financial planning service to clients through GTFC, the regulated financial and retirement planning arm of Grant Thornton in Ireland.

Our financial advisors have extensive experience in assisting clients in identifying their personal and corporate financial goals and devising financial planning strategies to meet these goals. By working closely with our colleagues in the firm, we use a holistic approach to ensure that we have a keen understanding of your unique circumstances which allows us to provide truly bespoke financial planning advice and we would be happy to discuss how we can assist your company in relation to these areas in greater detail.

Our client service team:

- we are genuinely committed to forming a partnership with you and are willing to invest time and effort in developing our relationship;
- we are energetic and enthusiastic, but also friendly, flexible and easy to deal with;
- we are very accessible; all services you require are nearby;
- we offer the right mix of experience and real potential for long term continuity; and
- we have a wide range of experience dealing with groups such as yours.

Our philosophy

- our whole structure, focus and expertise is designed to service businesses such as yours;
- our clients demand that we challenge them, that we provide a fresh and independent approach as well; and
- you will be an important client of GTFC. Your requirements will not be relegated behind those of other clients.

Our expertise

GTFC is a limited company, regulated by the Central Bank and has been advising clients on all aspects of pensions since 1984.

All members of our team are highly qualified, experienced professionals who are well regarded by clients and peers alike.

The team has many years' experience in advising employers and trustees in relation to their pension arrangements as well as providing individual consultancy advice to both self-employed and PAYE individuals.

Our areas of expertise include:

Corporate financial counselling services:

- employer pension and risk schemes;
- review, design and consultancy;
- executive retirement planning;
- corporate investment portfolio services; and
- business succession planning.

Personal financial counselling services:

- pre and post-retirement planning;
- individual and family protection;
- strategies;
- inheritance and gift tax planning;
- termination payments;
- individual investment portfolio; and
- services.

Contact



Ray O'Halloran
Director, Limerick,
Grant Thornton
Financial Counselling
T +353 (0)61 60 7972
E ray.ohalloran@ie.gt.com



Debbie Fry
Manager, Dublin,
Grant Thornton
Financial Counselling
T +353 (0)1 436 6467
E debbie.fry@ie.gt.com



Pdraig Hayes
Manager, Cork,
Grant Thornton
Financial Counselling
T +353 (0)21 245 8835
E pdraig.hayes@ie.gt.com



Niall McBride
Manager, Galway,
Grant Thornton
Financial Counselling
T +353 91 53 2233
E niall.mcbride@ie.gt.com

Offices in Dublin, Belfast, Cork, Galway,
Kildare, Limerick and Longford.



www.grantthornton.ie



@GrantThorntonIE



Grant Thornton Ireland