

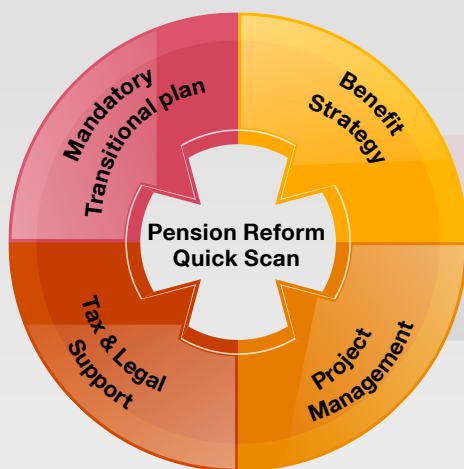
Pension agreement complex and expensive? Not if it's up to us!

The upcoming pension reforms ("Pensioenakkoord") will have a major impact on all organisations as all pension plans need to be changed. How and where do you start and navigate through its complexity and implications? With our approach, our broad set of expertise and deep insights in pension and employee benefits transformations, we guide you to a future-proof pension plan that strengthens your overall benefits strategy.



Challenge

The upcoming pension reforms ("Pensioenakkoord") in the Netherlands will result in a major transformation of the current pension system. Consequently, almost all organisations will have to drastically change their pension plan and funding in line with the changes in tax and social legislation. Employers face a multitude of challenges in this respect and can easily lose sight. Employers need to strategize on their preferred solutions and prepare for tough negotiations with labour unions or the works council. The topic at hand is complex and employees will likely demand compensations for any setback in their expected pensions. The changed funding rules and the expected demands for compensations can significantly increase pension costs putting pressure on broader benefits negotiations. The potential impact on pension costs varies per organisation but could be up to **€ 2,000** per employee per year. Finally, an employer needs to enter into negotiations with its pension provider to execute the new pension contract and any compensation measures.



Our approach

In our view organisations should deal with the challenges posed by the pension reforms as part of their total rewards strategy. This can help to mitigate personnel cost increases and to increase the appreciation of (future) employees with their benefits package. With our integrated full services approach, our focus on cooperation and the digital solutions we have developed for this purpose, we can guide you with a fact based approach in every step of the way towards a new pension plan.

Why PwC

We consider it as our responsibility to guide people and organisations to prepare for the future. To this end, we offer a broad set of expertise and services ranging from strategy to execution implementation partner to advising on specific expertise areas. Our integrated full services approach enables organisations to align their pension plan with their overall HR strategy and to optimize the compensation & benefits package they offer their employees. Thus giving organisations an edge where it comes to attracting and retain the right talent.

We understand that there is no 'one size fits all solution' when it comes to realigning your pension and benefits strategy with your HR strategy. We are happy to have a dialogue with you on the pension and HR challenges your organisation faces and to tailor our cooperation with you to your needs.



Our approach in detail

On the basis of our philosophy that you should deal with the pension reforms as part of your total rewards strategy, we have developed a simple approach with a few logical steps. This is fact based in every step of the way towards a new pension plan.

Our **free of charge** pension reforms **Quick scan** gives you a snapshot of your current pension situation and highlights necessary changes in light of the pension reforms. We identify the challenges related to your pension situation and with our calculation model we provide a high-level estimate of the potential financial impact. These first insights serve as input for a plan of approach to get to a new pension plan, which we will discuss with you as a next step.

We will help you using the unique changes in the pensions systems to develop your **benefits strategy**, including the role of pensions in your remuneration and HR strategy. Challenges triggered by the pension reforms can be mitigated by including other employee benefits, creating a modern **employee value proposition**.

In cooperation with you, we will draft a detailed **action plan** including the steps that you can take with your stakeholders on the way to a new pension plan. We integrate our technical expertise, communication skills and digital solutions to ensure that you and all involved stakeholders are guided through this period of change.

We will help to prepare and implement the mandatory **transitional plan**. This includes choices for the type of new pensions contract and the design of any compensation measures. Our digital solutions enable us to show the impact on employer pension costs and employees' pension benefits accrual of a new pension plan. We can support you in the **negotiations with your pension provider** to get the new plan implemented.

We provide **legal and tax support** where necessary, we can assist you in employee representatives' **negotiations** and assist you in explaining to your employees the changes in their pension plan (and possibly) other benefits.

Our Pension Quick scan: calculate the impact

Huidige pensioenregeling ●
DB ▼

Franchise ●
€ 15000

Opbouwpercentage ouderdomspensioen ●
% 1,875

Werknemersbestand

Leeftijd	Gemiddeld salaris ●	Aantal werknemers ●
20-30 jaar	€ 25000	# 100
30-40 jaar	€ 35000	# 100
40-50 jaar	€ 45000	# 100
50-60 jaar	€ 55000	# 100
60 jaar en ouder	€ 65000	# 100

Impact pensioenakkoord op toekomstige pensioenopbouw voor werknemers

Exclusief compensatie		
20-30 jaar	%	-6
30-40 jaar	%	-12
40-50 jaar	%	-17
50-60 jaar	%	-21
60 jaar en ouder	%	-23

Scan me



<https://www.pwc.nl/nl/marktsectoren/pensioenen/werkgever-en-pensioen-beheersbaarheid/wat-betekent-het-nieuwe-pensioenakkoord-voor-uw-organisatie.html>



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