



**Pensions  
Management  
Institute**

Moving pensions forward

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1. You work for a company called PQS Global Pensions Limited, and your Managing Director, David Furnell, has asked you to look into the issue of flexible benefits. He has requested that you email him explaining the factors of flexible benefits:

- the impact of automatic enrolment
- retirement provision options
- additional contributions
- salary sacrifice
- rates of accrual
- taxation implications and effect on State benefits
- life events
- contract of employment implications

and produce a report that analyses:

- the reasons for offering a flexible benefits package and
- the design of a flexible benefits package

(35 marks)

2. As part of the above report David has asked you to discuss an appropriate Communications Strategy, highlighting the key stages of your approach. (10 marks)

3. In line with Flexible Benefits, then what would be the tax implications and the pensions benefit implications for PQS. (10 Marks)

4. Outline, and explain 5 of the factors to be taken into consideration when developing a total rewards strategy. (15 marks)

5. David has also asked you explain the purpose and principal features of company share schemes to him.

For that purpose you need produce a report that should cover the reasons for introducing such a plan, its main features and how it would operate. (20 marks)

6. If PQS were to go ahead with a Rewards Package then David has asked you to explain the main features of establishing and maintaining the package. (10 marks)