

PROFILE



Gaming company with 300 employees in Gibraltar.

CIRCUMSTANCES



The organisation employs a mix of local and cross-border workers. As a successful and growing business, it needs to attract high-calibre staff in a competitive employment market.

AIM





Employer

With a relatively young workforce, the organisation recognises a duty of care to support employees in saving for retirement. It places strong emphasis on staff training and development and seeks to retain talent over the long term. Given its size, the organisation requires a pension scheme with features tailored to its specific needs.









Employee

Employees place significant value on the benefits packages offered by employers, and the availability of a quality workplace pension scheme is a key attraction. When considering how best to allocate their income, they view pensions as one of the most effective forms of long-term saving, offering strong potential returns.

SOLUTION



- » The employer selects the Sovereign Tailored Plan.
- » Scheme particulars (such as trust deed, rules, and vesting period) can be customised to meet the organisation's needs, within the framework of the Private Sector Pensions Act.
- » Co-branded employee documentation and the option to use company-owned photography allow the organisation to align communications with its employer brand and engagement strategy.
- » A range of investment options are available to suit a diverse workforce with varying risk appetites.
- » The scheme is Gibraltar IORP-approved, ensuring compliance with EU Directives for occupational pensions.
- » Straight-through processing via a user-friendly portal reduces HR workload through efficient administration while enabling employees to engage directly through self-service.

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