

13th Biennial Conference 2026



Retirement Benefits

Presented by John Clarke

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Three Defined Benefit Schemes(DB) at different stages of maturity

An Post

Active	9093 (8294 Class A)
Pensioners	8269
Deferred	2653

eircom

Active	563 (128 Class A)
Pensioners	12716
Deferred	1058

Vodafone

Active	43
Pensioners	709
Deferred	273

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Pension Authority Summary

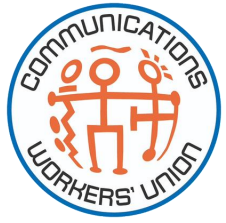


Number Schemes	2024	2013
Current	275	567
Frozen	166	159
In wind Up	11	40

Number of Schemes not meeting Funding Standards	
2024	5
2013	450

Allocation of Assets	
Equities	
2024	17.30%
2103	42%

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Market Update 2026



Inflation Eurozone - January	1.70%
Inflation Eurozone - March	2.50%
Global Equities - January	2.50%
Global Equities - March	- 6.3%
Sample DB funding level declined to 105%	

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MyFuture Fund

Overview

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What is MyFuture fund

Purpose and Target Audience

MyFutureFund targets employees without workplace pensions to expand coverage and reduce reliance or in addition to State Pension.

Shared Contribution Model

Contributions are made by **employees**, matched by **employers**, and supplemented by **State** top-ups to grow savings.

Personal Ownership and Accessibility

Each participant **owns their fund**, which they can access upon retirement, subject to scheme rules.

Simplicity

Designed to be **simple** and complement existing pensions, encouraging more people to save for retirement



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How contributions work

Employee Contributions

Employee contributions are **automatically deducted from payroll** to ensure consistent saving without extra effort.

Employer Matching

Employers match employee contributions, **doubling the total amount** saved for the participant's retirement.

Government Support

The government provides **additional top-up contributions**

Investment Growth

Combined contributions are **invested to grow over time**, especially benefiting younger participants.



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Who will be Auto-Enrolled

Eligibility Criteria

Employees aged 23-60 earning over €20,000 annually and not in a current payroll pension qualify for auto-enrolment.

Use of Payroll Data

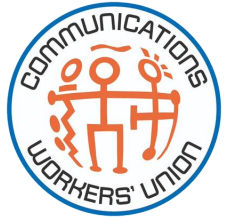
Payroll data and a lookback period are used to confirm earnings and pension status for accurate eligibility assessment.

Fair and Consistent Application

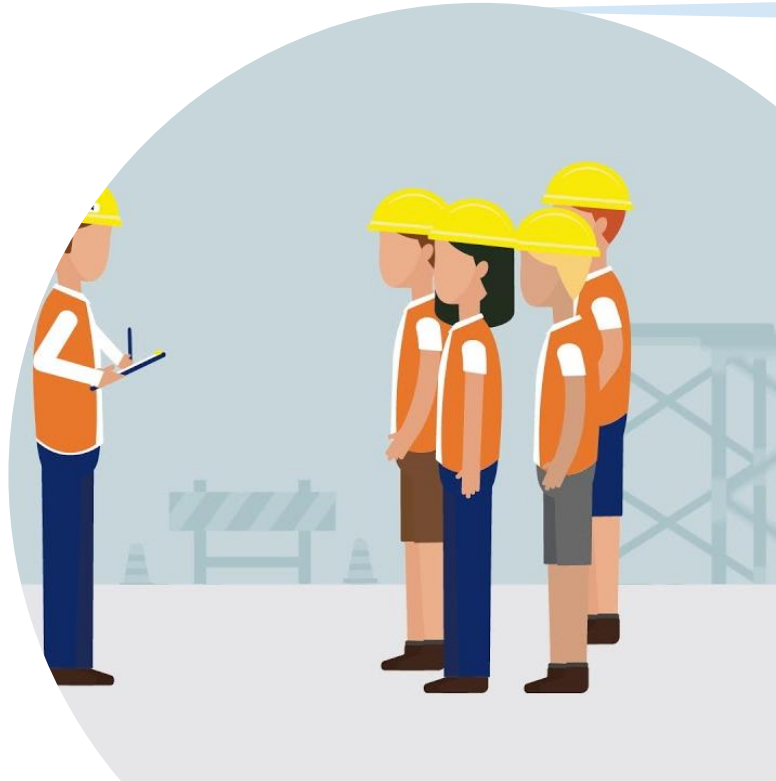
Clear rules ensure fair treatment of employees with similar circumstances, maximizing scheme impact and efficiency.



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Opt out and flexibility options



Mandatory Minimum Participation

Participants **must stay enrolled for six months** before opting out or suspending contributions.

Balance of Saving and Choice

The scheme balances **automatic savings benefits** with personal financial choice and flexibility.

Transparency and Informed Decisions

Clear information is provided on opting out and suspending contributions to ensure informed decisions.

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Conclusion

Improved Retirement Preparedness

MyFutureFund **enhances retirement saving** for employees without pensions and using auto-enrolment as default.

Balanced Contribution Structure

Combination of employee contributions, employer matching, and State top-ups builds **a strong savings foundation**.

Fairness and Flexibility

Eligibility rules, opt-in/out options, and personal fund ownership **ensure fairness and flexibility** for participants.

Long-Term Financial Security

The scheme supports **better retirement outcomes** and reduces dependence on State Pension alone.



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