



## IS YOUR COMPANY PENSION PLAN READY FOR 1ST JANUARY 2026 AND BEYOND?

Ireland's auto-enrolment scheme – 'My Future Fund' will launch on 1st January 2026. This is going to directly affect your employees and your business – so now is the time to take action and ensure your corporate pension plan is fit for purpose for your current and future needs.

Our Corporate Pensions team at Accuro can support your next step by:

- Reviewing your current corporate pension plan
- Identifying any gaps and advising on appropriate steps
- Advising on necessary changes to the design of your corporate pension plan
- Preparing Member Communications

Auto enrolment is to ensure that every worker will have access to a workplace pension to supplement the basic state pension. It's also a timely opportunity for you to assess how you can offer a comprehensive and supported solution to your employees. With our help, the review can be streamlined and efficient, reducing the administrative burden on your business.



## BENEFITS TO REVIEWING YOUR CORPORATE PENSION PLAN NOW



**Secure your reputation as a good employer.** Competitive compensation and benefits packages are key incentives in Ireland's robust full employment economy. A strong pension plan can boost recruitment and retention.



**Proactively manage your corporate pension plan.** Regular reviews ensure a well-structured plan adapts appropriately to serve your employees into the future. As one of the leading specialized Group Pension advisors in the marketplace, Accuro is best placed to recommend the optimal pension scheme solution to fit your business needs and those of your employees.



**As dedicated occupational pension scheme consultants, Accuro provides tailor-made pension scheme solutions.** We help you to deliver on your commitment to employees by offering them a tax efficient route to comfortable retirement with financial security.



**Enjoy the productivity upside!** Access to an effective corporate pension plan can boost employee motivation and support a positive working environment.

## AUTO-ENROLMENT SUMMARY VS ACCURO MANAGED OCCUPATIONAL PENSION SCHEME

	Auto-enrolment*	Accuro Managed Occupational Pension Scheme (Defined Contribution Master Trust)**																				
Contributions	<p>The contribution rates for auto-enrolment will be phased in over the first 10 years of the operation of the scheme:</p> <p>Employee contributions will start at 1.5% of gross pay</p> <p>In year four they will increase to 3%</p> <p>In year seven they will increase to 4.5%</p> <p>In year 10 they will increase to the maximum rate of 6%</p> <table><tr><td></td><td>Employee</td><td>Employer</td><td>State</td></tr><tr><td>Year 1 to 3</td><td>1.5%</td><td>1.5%</td><td>0.5%</td></tr><tr><td>Year 4 to 6</td><td>3%</td><td>3%</td><td>1%</td></tr><tr><td>Year 7 to 9</td><td>4.5%</td><td>4.5%</td><td>1.5%</td></tr><tr><td>Year 10+</td><td>6%</td><td>6%</td><td>2%</td></tr></table> <p>Employers will match employee contributions. As the employee and employer contributions are matched equally and then topped up by the State, the total amount of contributions will amount to 14% of an employee’s gross earnings from year 10 onwards.</p> <p>No option for employer or employee to make additional contributions.</p> <p>Lump sum contributions not allowed.</p>		Employee	Employer	State	Year 1 to 3	1.5%	1.5%	0.5%	Year 4 to 6	3%	3%	1%	Year 7 to 9	4.5%	4.5%	1.5%	Year 10+	6%	6%	2%	<p>Flexible (in line with Revenue limits)</p> <p>Employees can make Additional Voluntary Contributions (AVCs).</p> <p>Lump Sum contributions by employers and employees are optional</p>
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Tax Benefits	<p>No tax relief on employee contributions.</p> <p>State provides a top-up contribution at a rate of €1 for every €3 an employee contributes.</p>	<p>Tax Relief for employees through net pay (20% standard rate and 40% higher rate)</p> <p>Tax Relief limits increase as employee gets older on both regular and lump sum contributions</p>																				
Retirement	<p>Linked to the State Pension (currently 66 years of age)</p> <p>In the first years of the scheme, retiring employees will receive a lump sum payment from their savings pot. As the scheme develops, more retirement products such as annuities will be developed and available to retiring employees.</p> <p>No access to your savings pot before retirement age.</p> <p>Early drawdowns are only possible in the case of an ill-health retirement.</p>	<p>Employer can choose. It must be between 60 and 70</p> <p>Employees who leave employment can take benefits from age 50</p> <p>Employees can defer drawing down benefits to their preferred time</p> <p>Provisions included for ill health including a full pay out of the fund in the case of very serious ill health</p>																				
Death in Service	<p>Where an employee dies prior to retirement, the savings and investment returns in their pot will be calculated and will form part of their estate.</p>	<p>Death in Service and Income Protection can be included.</p>																				
Investment Options	<p>3 options: low-risk, medium-risk or high-risk strategies</p> <p>Employees will be placed in a default strategy to begin with and will have the choice to move to one of the other strategies.</p>	<p>Wide investment choice.</p>																				
Advice	<p>None.</p>	<p>Accuro provide professional and qualified advice throughout the life of the plan</p>																				
Charges	<p>Weekly flat fee to cover the running of NAERSA’s<sup>1</sup> administrative costs, and an investment management charge based on a percentage of participants’ savings</p>	<p>Negotiated between Accuro, provider and employer.</p>																				

<sup>1</sup> Auto-enrolment will be run and managed by a new independent body set up by the Department of Social Protection, called the National Automatic Enrolment Retirement Savings Authority (NAERSA).

Source: \*<https://www.gov.ie/en/department-of-social-protection/publications/auto-enrolment-retirement-savings-system-for-employees>

\*\* Accuro Retirement Funding Ltd

## NEXT STEPS

Take the first step today, contact **Clodagh** at Accuro on **0214350806** or e-mail us on **[info@accuro.ie](mailto:info@accuro.ie)**.

Accuro Retirement Funding Ltd is an independent, specialist pensions consultancy company that deals primarily in the management of Occupational Pension Schemes for small to medium size enterprises. Our service encompasses Group Defined Contribution Schemes, Group PRSA Schemes, Group Risk Schemes and Group AVC Schemes.

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**September 2025**