



RETAIN THE BEST STAFF TO HELP
MAINTAIN AND BUILD YOUR BUSINESS



RETAINING KEY PERSONNEL
RETIREMENT PLANS



Key personnel are fundamental to the ongoing success of any organisation and as an international employer you, more than most, will appreciate this fact.

Recruiting and retaining experienced and qualified employees is not easy. Increasing globalisation means that the competition for such employees is only intensifying.

Even before there is an employer/employee relationship, finding the right staff for your organisation can prove to be not just a timely and arduous task but can also an expensive one. Subsequently, having found the right personnel, trained and settled them into your business the last thing you want is for them to leave – and worse, join a competitor.

This scenario not only applies to employers operating in their own domestic market but also to multi-nationals with internationally mobile employees (“IMEs”). The frustrations sometimes associated with staff recruitment and retention can be compounded for multi-



nationals because of the added complexity of dealing with different employment rules across jurisdictions.

As in all relationships loyalty is imperative – and of course applies to both parties. As an employer, you want to retain

the best staff to help maintain and build your business; for an employee they want to be fairly rewarded and feel valued.

IMEs are more likely to have a long-term plan a part of which will ultimately be when and where they will retire to.

Making an international retirement plan a key part of your compensation package can help both employer and employee achieve their goals.

An international retirement plan will be located in offshore jurisdictions, such as the Isle of Man and the Channel Islands, where flexible regulatory frameworks enable plan sponsors to shape their plan to their specific requirements.

Based in the Isle of Man, our plans offer just such flexibility, a particular feature of the legislation in the Isle of Man allows sponsoring employers of international plans to set vesting rules. These rules are very effective as a means of staff retention.

Vesting simply means that if an employer makes contributions into a retirement plan, the employee will qualify for a retirement benefit relating to the employer contributions only after having served a specified number of years continuous service. Conversely, if the employee leaves the employer before

serving the specified period then their retirement benefit relating to the employers contributions will be lost (either in full, or in part) and be returned to the employer.

FOR EMPLOYERS, BENEFITS INCLUDE

- enhanced retention that maximises the return on training investment and minimises recruitment costs
- for early leavers, contributions are returned to you as specified in the vesting schedule you establish at outset; and
- the vesting period can be up to seven years (in adherence to Isle of Man regulations).

FOR EMPLOYEES, BENEFITS INCLUDE

- retirement benefits savings that will enjoy tax free gross roll up of interest and gains.
- a lump sum benefit of up to 100% of their account value leaving service – subject to any vesting rules; and
- the opportunity for employees to make their own contributions not subject to vesting.





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iPlan Retirement Solutions Limited is a company incorporated in the Isle of Man No. 123460C and is registered with the Isle of Man Financial Services Authority as a Professional Retirement Benefits Schemes Administrator.

