



Are your employees retirement ready?

Support for this year's
Pension Awareness Week



Robbie Adair

September 2025

Meet the presenters



Robbie Adair
Client Relationship Manager



Catherine Stewart
Head of Proposition



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Welcome

Today's webinar will cover

01

Pension Awareness Week

02

How much do employees need in retirement?

03

How can you help your employees get on track?

04

How can Royal London support you?

05

Next steps



Pension Awareness Week



What is Pension Awareness Week?

**PENSION
AWARENESS
2025
AMBASSADOR**



**Pensions live
webinar -
*Your pension
made simple***

15 September

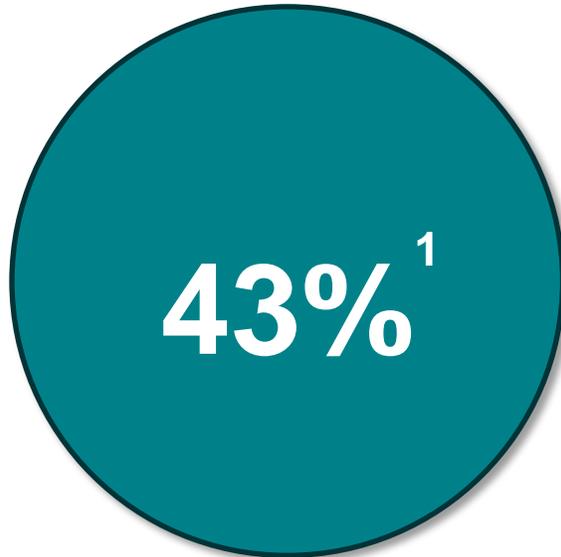
Employer action:

Share the invitation email with your employees.

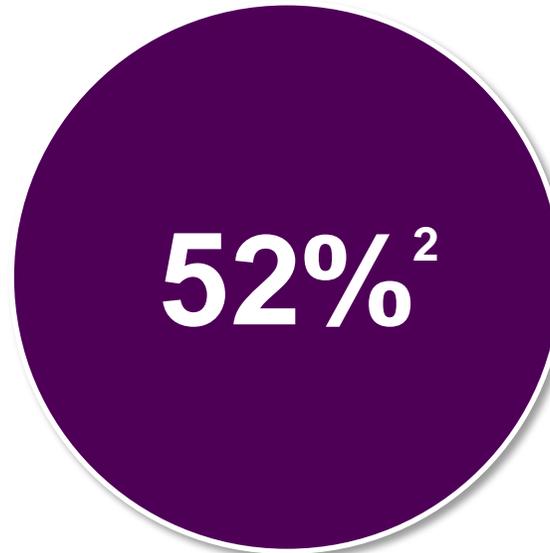
Why is pension awareness important?

Royal London research

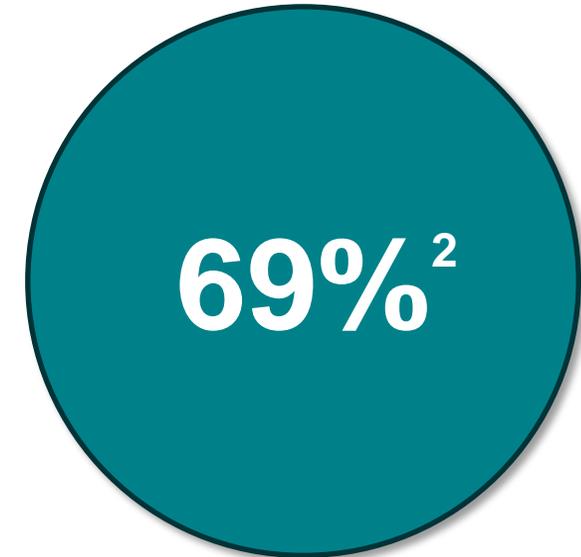
**Working age people
under saving
for retirement**



**Haven't thought about
how much they need
for retirement**



**Don't know how
much is in
their pension**



Sources: ¹ gov.uk, Analysis of Future Pension Incomes 2025.

² Financial Resilience Report 2025.

How much do
employees need
in retirement?



Your lifestyle in retirement

	Minimum	Moderate	Comfortable
Single person	£13,400 a year	£31,700 a year	£43,900 a year
What standard of living could you have?	Covers all your needs with some left over for fun	More financial security and flexibility	More financial freedom and more luxuries
House	DIY £200 a year to maintain condition of your property	DIY £500 a year to maintain condition of your property, £300 contingency	DIY £600 a year to maintain condition of your property, £300 contingency
Food and drink	Around £55 weekly food shop	Around £56 weekly food shop	Around £75 weekly food shop
Transport	No car, free bus pass	3-year old car replaced every 7 years	3-year old car replaced every 5 years
Holidays and leisure	A week long UK holiday	2 weeks 3* all inclusive in the Med and a long weekend off peak in the UK every year	2 weeks 4* all inclusive in the Med and 3 long weekend in the UK every year
Clothing and personal	£450 for clothing and footwear each year	£1,548 for clothing and footwear every year	£1,548 for clothing and footwear every year
Helping others	£20 for each birthday and Xmas present	£30 for each birthday and Xmas present	£50 for each birthday and Xmas present

Source: Pensions UK Retirement Living Standards, based on a single person living outside of London.
 Visit retirementlivingstandards.org.uk for more information.

Your State Pension

On average,
men will live to
85 years¹ old
and women
will live to
88 years¹ old

For 2025/26, the weekly
new State Pension is
£230.25²
for a single person
For a man born after 6 April 1951
or woman born after 6 April 1953.

Sources: ¹ ONS Life expectancy calculator, February 2025. Based on life expectancy at age 65 for the UK.
² gov.uk, The new State Pension.

Retirement Living Standards



Level	Location	Amount (net)	State Pension	Shortfall	Fund required
Minimum	Ex - London	£13,400	£12,014.12	£1,385.88	£28,448
	London	£15,800	£12,014.12	£3,785.88	£82,010
Moderate	Ex - London	£31,700	£12,014.12	£19,685.88	£436,857
	London	£33,000	£12,014.12	£20,985.88	£465,870
Comfortable	Ex - London	£43,900	£12,014.12	£31,885.88	£709,130
	London	£45,700	£12,014.12	£33,685.88	£749,302

Source: Royal London internal research, based on a single person, male, aged 66.

Retirement Living Standards

Number of working age people under saving for retirement when measured against the Pensions UK Retirement Living Standards



Minimum



Moderate



Comfortable

Source: gov.uk, Analysis of Future Pension Incomes 2025.

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How can you help your employees get on track?



Increase regular contributions



	No change to contributions	1% increase	
Salary	£27,000	£27,000	<div style="background-color: #008080; color: white; padding: 20px; text-align: center;"> <p>The difference</p> <p>£122,000</p> <p>more at retirement</p> </div>
Current pension pot	£7,600	£7,600	
Monthly pension contribution 5% employee and 3% employer	£211.25	£211.25 increasing by 1% each year for 5 years	
Total pension contributions paid to age 65	£89,497	£148,681	
Pension pot at age 65	£209,000	£331,000	

Assumptions:

The starting age for the projection is from age 28.

Growth rate is 2.94%.

This has been reduced to allow for inflation at 2%.

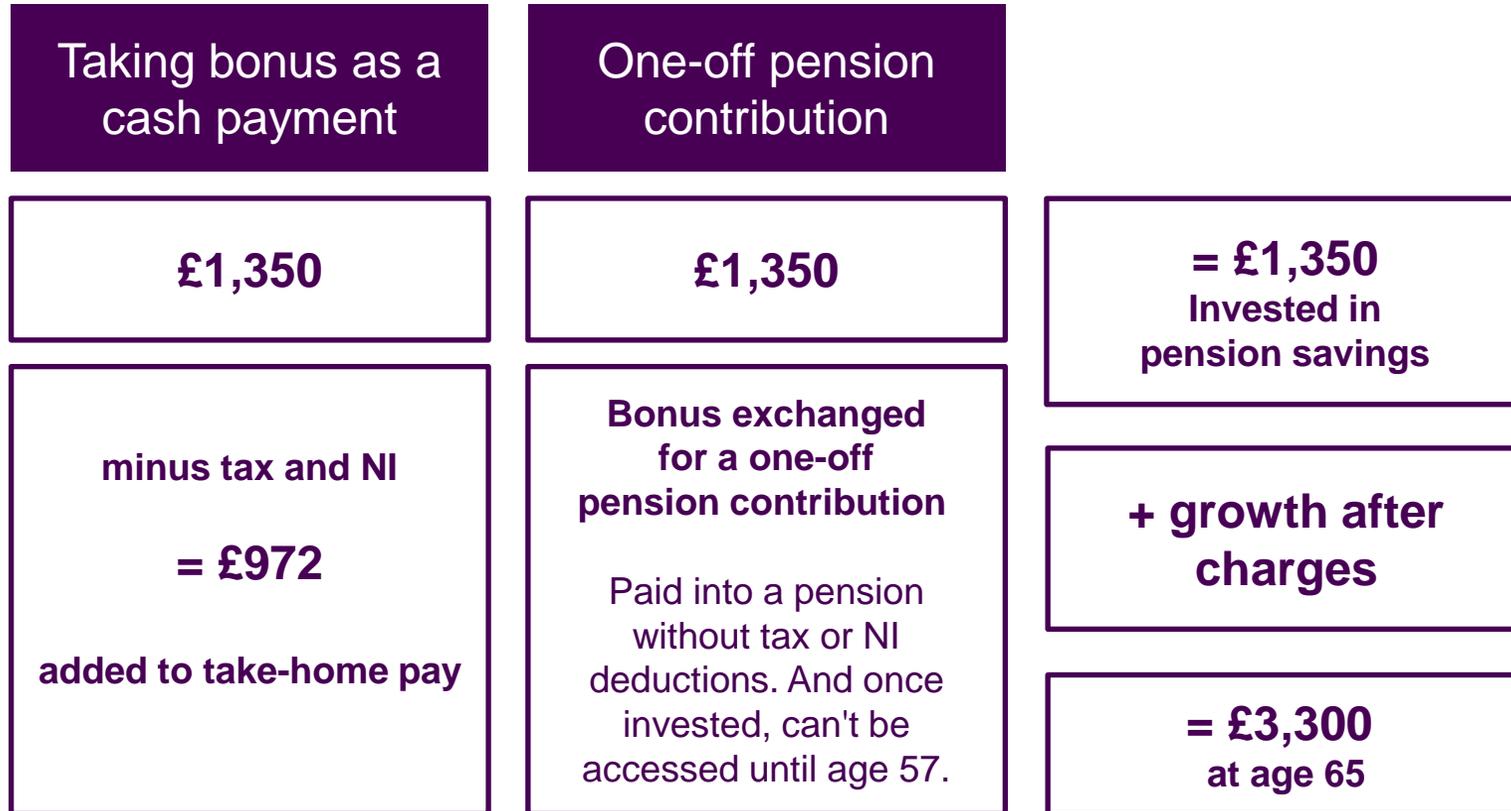
Annual Management Charge is 0.45%.

Annual salary increase of 3.5%.

The amount exchanged for an employer pension contribution has been increased by a further 1% each year from age 28 to 32.

You should remember that this is only an example and investment returns are never guaranteed.

Pay a bonus into a pension



Assumptions:

The starting age for the projection is from age 28.

The bonus is invested in the pension and is projected to increase in value until the chosen retirement age of 65 years.

Growth rate is 2.94%.

This has been reduced to allow for inflation at 2%.

Annual Management Charge is 0.45%.

You should remember that this is only an example and investment returns are never guaranteed.

Source: Royal London case study, Your bonus could help your pension savings grow. (Salary exchange version). Tax treatment can change and depends on individual circumstances and where you live in the UK.

Employer action:
Share case studies from communications toolkit with your employees.

Trace lost pensions

Estimated value of lost or forgotten pensions in the UK



Lost or forgotten
pension pots

3.3m

Average lost
pot size

£9,470

Total value of
lost pensions

**£31.1
billion**

Employer action:

share [gov.uk/find-pension-contact-details](https://www.gov.uk/find-pension-contact-details) with your employees

Source: PPI Briefing Note Number 138: Lost Pensions 2024.

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Consolidate other pension savings

Have other pension savings?

If so, they may be able to be transferred into another pension plan.

Some plans have valuable benefits or guarantees which includes:

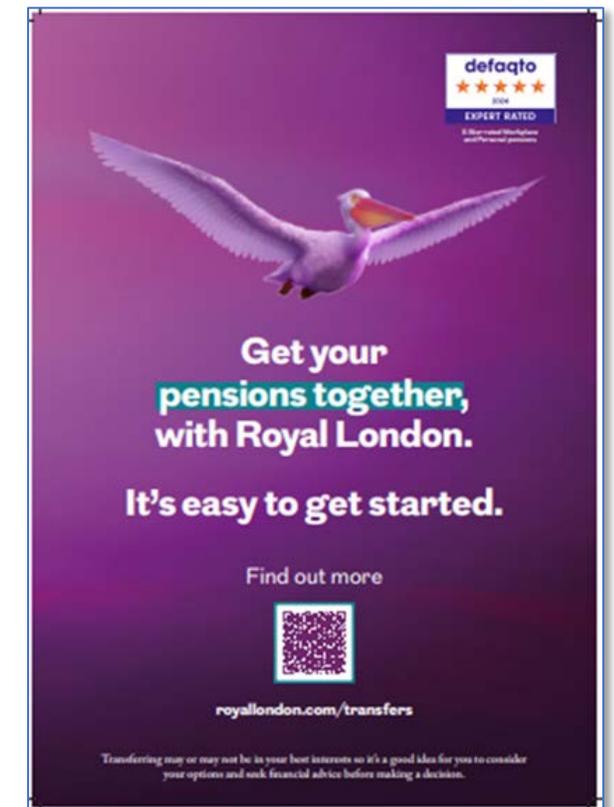
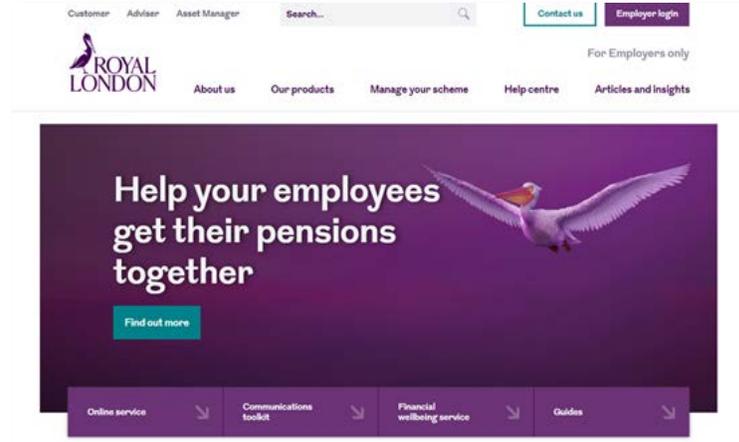
- there's a guaranteed annuity rate
- there's protected tax-free cash
- it's a defined benefit or final salary plan
- benefits have started to be taken from the pension plan

Consolidate pensions

Choosing to consolidate means:

- having pension savings in one place making it easier to manage,
- feeling more in control of finances,
- reducing plan charges if moving to a plan with lower charges and
- making it easier to see if you're on track to meet retirement goals.

Transferring may not be the right choice. We strongly recommend to talk to a financial adviser before making any decisions.



Employer action:

Share royallondon.com/pensions/webinars/busting-pension-transfer-myths with your employees

Mobile app



Our mobile app lets users:

- View their plan value, contributions paid and growth
- Nominate a beneficiary
- Apply for a pension transfer
- Pay a single contribution
- View investments details
- Access our financial wellbeing service
- Access State Pension calculator
- Request a projection



Approximate average employees who have downloaded the Royal London mobile app

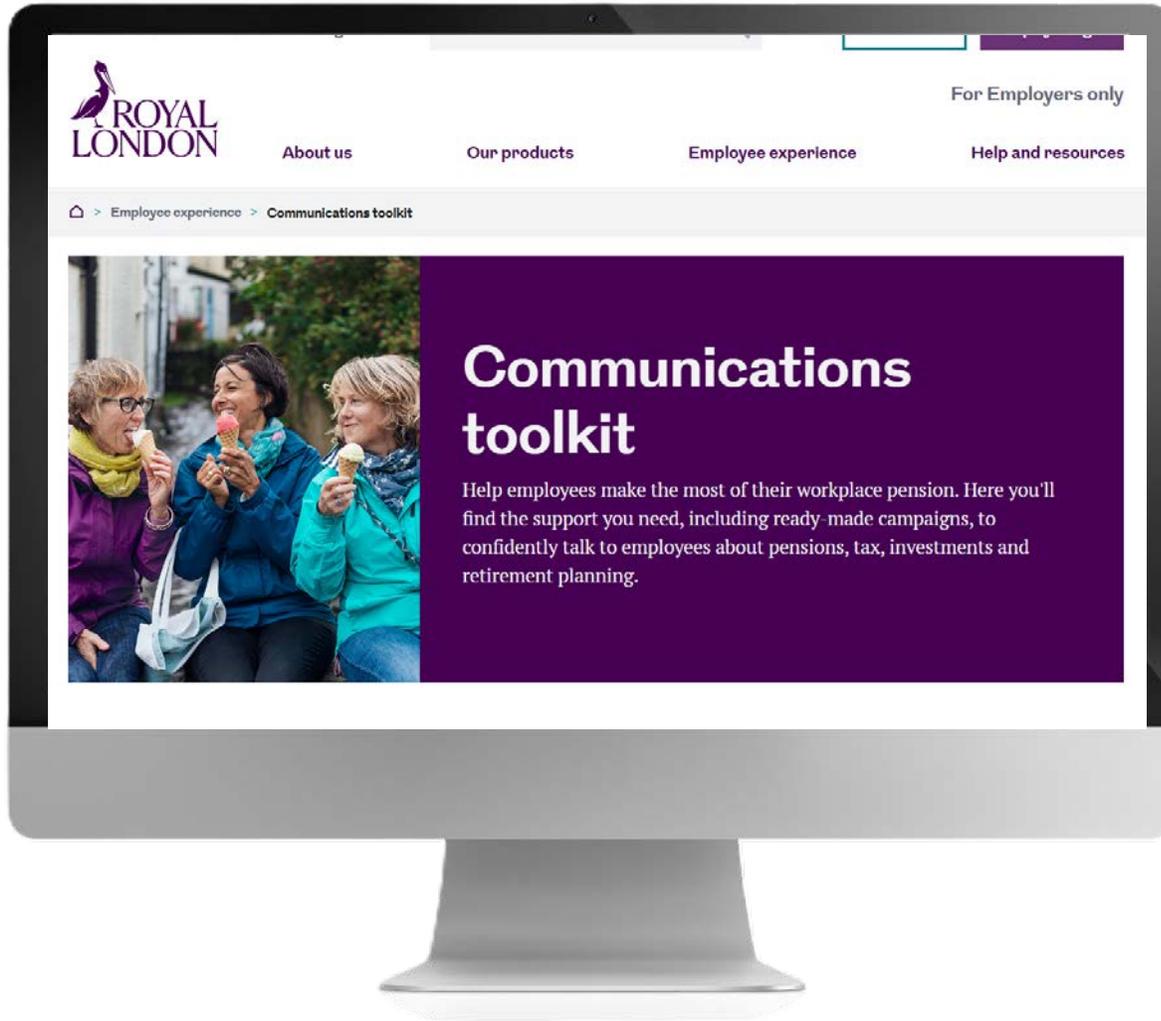
Source: Royal London internal research

How can Royal London support you?



Communications toolkit

New content added



Should I increase my regular pension contributions?

Increasing your regular pension contributions, even by small incremental amounts, could make a big difference to your pension savings at retirement.

Reviewing how much you have saved, when you hope to retire, and how much your investments are expected to grow can help you decide if your pension savings are likely to be enough for the lifestyle you want in retirement, or if increasing your contributions could help you achieve this.

The case study below can help you understand the potential benefits of increasing pension contributions.

Meet Sarah and John
Sarah and John are both 28 years old. They earn the same salary and contribute the same amount to their workplace pension each month.

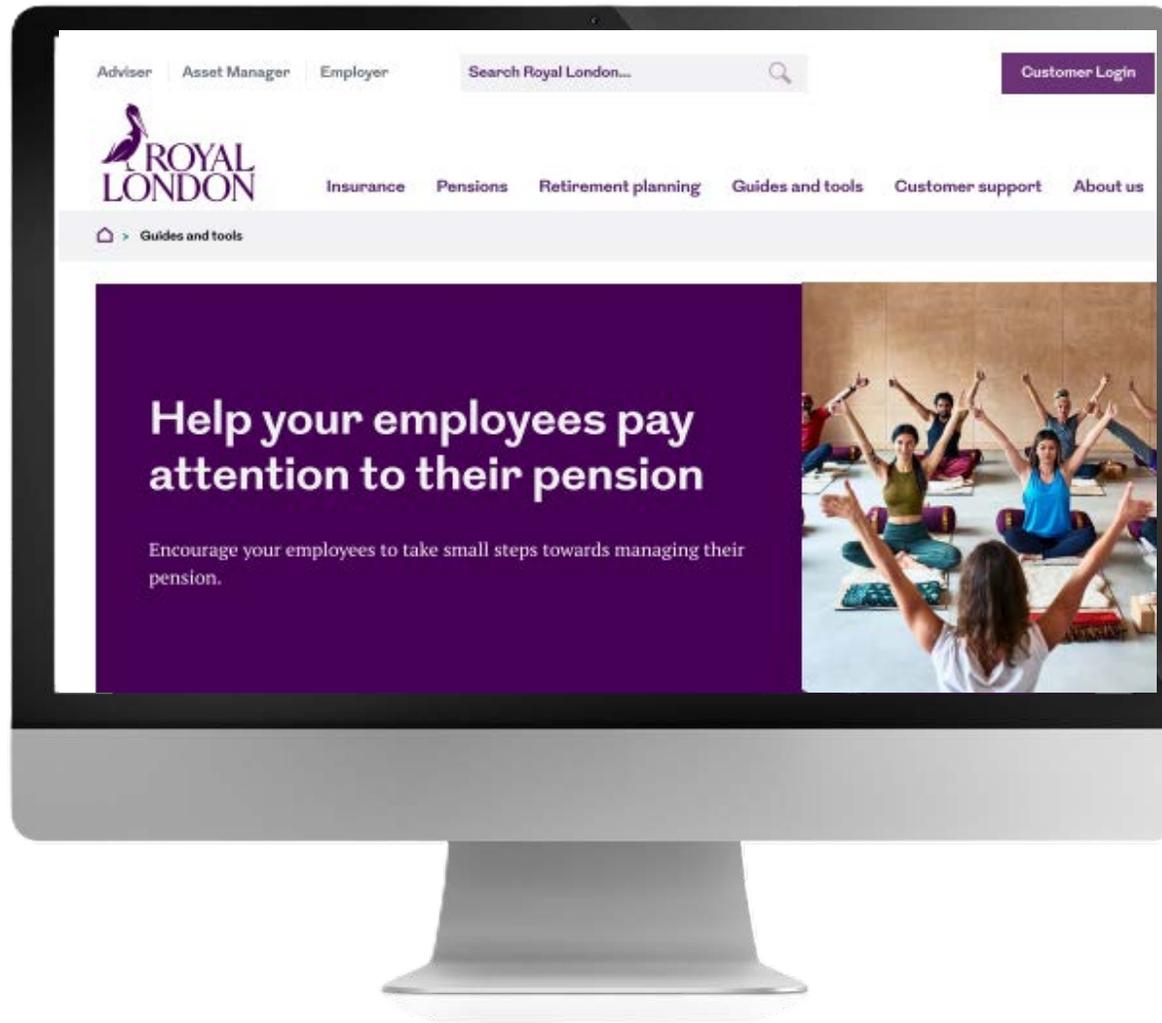
John decides to increase his regular contributions by 1% each year, over a 5-year period only, while Sarah chooses not to. If they both retired at age 65, here's what their pension savings could look like:

NO CHANGE TO CONTRIBUTIONS	VS	1% INCREASE (each year for 5 years)
Sarah earns £27,000 each year and has £7,600 in her workplace pension.		John also earns £27,000 each year and has £7,600 in his workplace pension too.
Sarah's contributing 5% of her salary to her pension. In the first year, this is £112.50 each month. Her employer is contributing 3%, £67.50 .		John and his employer are contributing the same as Sarah and her employer.
Sarah doesn't make any changes to her regular contributions. The percentages won't change but the monetary amount being added to her pension will increase in line with any inflationary pay rises.		John's pension contributions will also increase in line with any inflationary pay rises. However, John decides to increase his regular contributions by a further 1% each year: from age 28 to 32. As an example, his monthly contributions increase by £22.50 in the first year and will continue to increase year-on-year by 1%.
When Sarah reaches her chosen retirement age of 65, she'll have contributed £76,258 to her pension.		John will have contributed £122,575 to his pension by the time he reaches his chosen retirement age of 65.
At age 65 Sarah's pension savings could be worth £181,000		John's pension savings at age 65 could be worth £276,000
		By making this change to his regular contributions, John could have £95,000 more at retirement.

These are illustrative figures based on an assumed growth rate of 2.94% which has been reduced to include inflation. Inflation reduces the buying power of their retirement savings and we've allowed for this by reducing the assumed growth rate by 2%, giving a more realistic view of what that would look like if payable today. We've assumed an annual management charge of 0.45% and a retirement age of 65.

Communications toolkit

Pension Awareness page



Welcome to your Royal London pension plan

Take time to review your pension plan to make sure it's working for you.

Review our **top tips** below to help. If you're unsure, you should seek advice from a financial adviser before making important decisions about your pension plan.

Top tips

- Getting online**
Download the Royal London app to easily track your pension savings and see how they're performing. You'll need your plan number to register.
- Decide how much you want to pay**
When you join your Royal London plan, your first regular contribution is likely to be set by your employer. Talk to your payroll team today to explore how and when you can adjust your contributions.
You can also make a one-off payment into your pension at any time.
For more information visit our [website](#) or log into the Royal London app.
- Review your investment options**
You'll automatically be invested in the default option, but you can choose a different one. Whichever option you choose, make sure it's right for you and your retirement plans. It's also good to review this from time to time. Remember, investment returns are never guaranteed. So, while your investment could grow, its value can also go down. This means you could get back less than you put into your plan.
We have [tools and information](#) available online to help you.

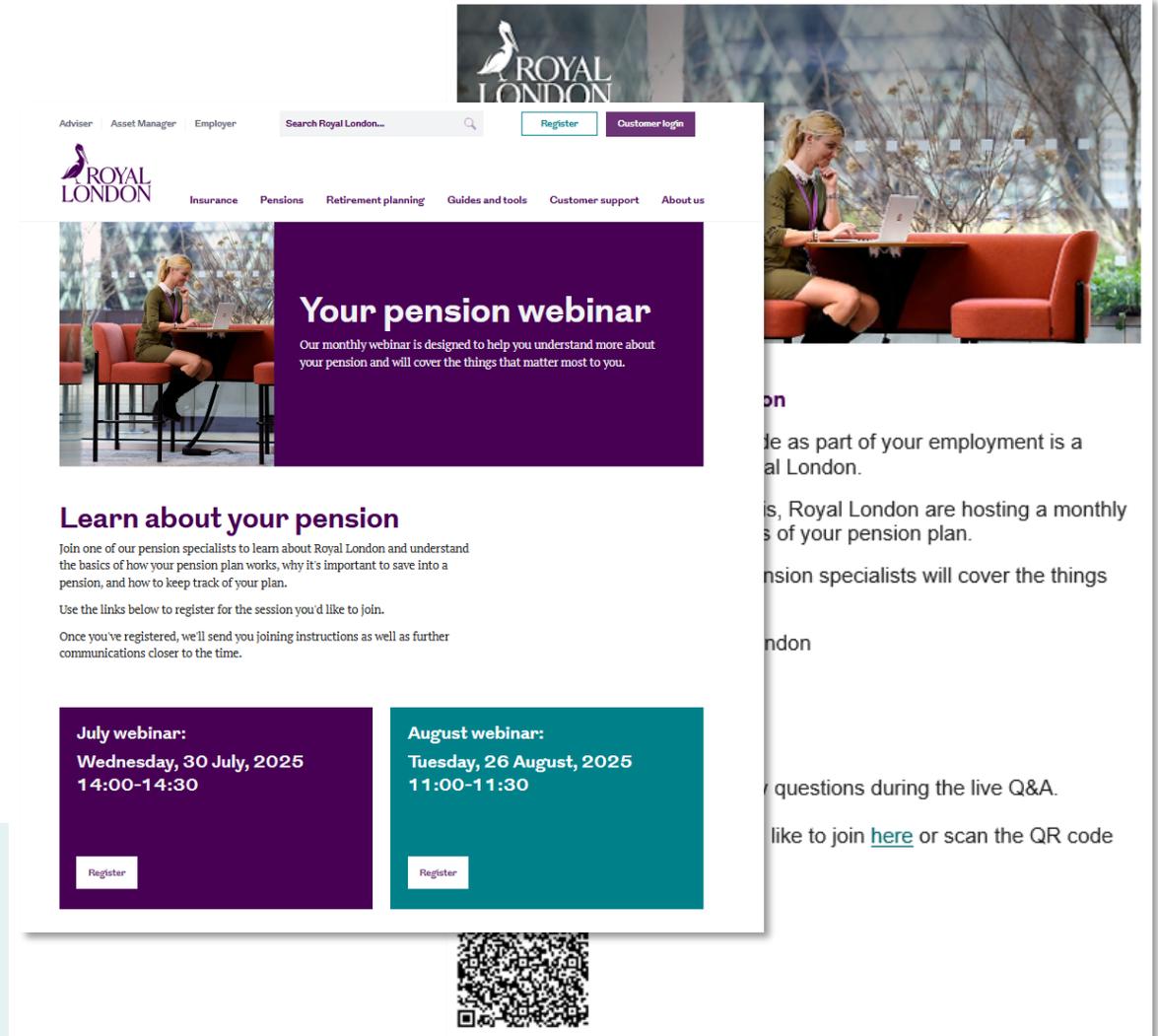
Continued overleaf →

Webinars

Pension awareness and monthly webinars

Each session covers:

- An introduction to Royal London
- Why save into a pension?
- How your pension works
- Keeping track of your plan
- Financial wellbeing service



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Your pension webinar

Our monthly webinar is designed to help you understand more about your pension and will cover the things that matter most to you.

Learn about your pension

Join one of our pension specialists to learn about Royal London and understand the basics of how your pension plan works, why it's important to save into a pension, and how to keep track of your plan.

Use the links below to register for the session you'd like to join.

Once you've registered, we'll send you joining instructions as well as further communications closer to the time.

July webinar:
Wednesday, 30 July, 2025
14:00-14:30

August webinar:
Tuesday, 26 August, 2025
11:00-11:30

Register Register

on
e as part of your employment is a
al London.
is, Royal London are hosting a monthly
s of your pension plan.
n pension specialists will cover the things
ndon
questions during the live Q&A.
like to join [here](#) or scan the QR code



Live pension awareness week webinar: 15 September
Monthly pension webinar: 24 September

Tools and calculators

Royal London support



Financial health check

details finances, strengths and areas for improvement



Pension calculator

check if current pension savings will be enough for the lifestyle wanted in retirement



Retirement options calculator

explore the different ways to access pension savings at retirement



Pension contribution tool

helps calculate how much is affordable to contribute



Lump sum calculator

see how lump sum withdrawal might affect the tax payable and future income



State Pension tool

see how much income is available from the State Pension

Next steps



What's coming up

Dates to prepare for



**Pension
Awareness Week**

**15 – 19
September**



**Customer
webinar**

15 September



**Pension tracing
day**

26 October



**Pension
consolidation
campaign – Get
your pensions
together
September -
October**

Key takeaways



Encourage your employees to download or log in to the Royal London mobile app.



Visit the new pension awareness hub and share our member pensions' checklist.



Promote the upcoming customer and member webinars.



Explore the communications toolkit.

NEW - Help Centre

Supporting you in managing your scheme



The screenshot shows the top of the Help Centre page. At the top left, there is a breadcrumb trail: 'Home > My account > Help Centre'. The main heading is 'Help Centre' in a large, bold font. Below it, a sub-heading reads: 'We've pulled together a suite of resources to help you manage your scheme, fulfil your employer duties and understand some of the key reports that might impact your workplace pension.' There are two main content blocks. The first is titled 'Your automatic enrolment duties' and includes a sub-heading 'As an employer you have legal duties around your workplace pension scheme.' and a 'View all guidance on employer duties' button. The second block is titled 'Quick links' and lists: 'Setting up your first workplace pension', 'Automatic enrolment - what you need to know', 'Understanding performance', 'About automatic enrolment contributions', and 'An enrolment - what you need to know'.

This screenshot shows a section titled 'Manage your scheme online' with a sub-heading 'Resources to help you complete key tasks within the online service and your member dashboard.' Below this is a 'View guidance' button. To the right is a 'Quick links' box with: 'Using the online service', 'Conducting your search online', 'Conflicting your scheme online', 'Delegation of responsibility', and 'An declaration of compliance'. Below this is another section titled 'Making contributions' with a sub-heading 'A range of help to make sure you correctly process your employee and employer contributions.' and a 'View guidance on contributions' button. To the right is another 'Quick links' box with: 'Removable savings', 'Making contributions using salary sacrifice', 'Making contributions using tax relief at source', and 'Making contributions on dashboard'. At the bottom of this section is a large purple banner titled 'Understanding salary exchange' with a sub-heading 'Discover how a salary exchange arrangement can help you save money and offer your employees an improved benefits package. Learn about what you will need to do to set up salary exchange for your workplace pension.' and a 'View about salary exchange' button.

This screenshot shows a section titled 'Managing your scheme members' with a sub-heading 'You'll need to make sure you complete the necessary tasks when adding, processing and updating members for your scheme.' and a 'View guidance' button. To the right is a 'Quick links' box with: 'Employment ending set', 'Unsuccessful claims going to appeal', and 'Changing scheme member details'. Below this is a section titled 'Need more help?' with three sub-sections: 'Get in touch' (with a 'Get in touch' button), 'Online service help' (with a 'View support' button), and 'Get financial advice' (with a 'View our advice' button). At the bottom of this section is a 'Back to top' button. The footer contains three columns: 'Who we are' (with links for 'Why Royal London' and 'Our history'), 'Managing your scheme' (with links for 'Supporting you' and 'Supporting your employees'), and 'Resources' (with links for 'Use guides' and 'Articles and insights').

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Thank you

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