

## Personal Retirement Savings Accounts Employer Factsheet



### Are you PRSA Compliant?

Where an employer does not operate an occupational pension scheme, or where there is limited eligibility for membership of a pension scheme, there is a legal obligation on employers to provide employees with access to at least one standard Personal Retirement Savings Account (“PRSA”) with one PRSA provider, and failure to do so could result in the imposition of fines and/or prosecution.

#### Fact:

- > The Pension’s Authority and Revenue jointly regulate PRSAs
- > The Pension Authority supervises compliance with PRSA legislation

### Employer Obligations:

The Pensions Acts impose a number of statutory obligations on employers, among them;

- > To make PRSAs available to excluded employees
- > To enter into a contractual arrangement with ‘a’ PRSA provider
- > To notify employees of their right to contribute to a PRSA
- > To allow employees reasonable paid leave to establish their PRSA, or allow PRSA providers reasonable access to employees at work
- > To deduct, and pay, contributions from employee wages to the PRSA provider, and
- > To account to employees for sums deducted and paid

## I'm an employer, do these obligations apply to me?

**YES**, all employers must make PRSAs available to employees whether the employees are employed under full-time; part-time; seasonal or fixed term contracts.

## What do you need to do?

Enter into a contractual Group PRSA Facility arrangement giving your employees access to at least one standard PRSA where contributions can be made by payroll deduction.

### Fact:

- > You are not obliged to contribute to an employee's PRSA, but may do so should you wish
- > There is no minimum employer contribution, nor do you have to give any advice to employees or assume any responsibility for the investment performance of their individual PRSA

## What will RBK do?

We can:

- > Establish a standard PRSA contractual arrangement on your behalf
- > Provide you with a Certificate confirming your business has approved a Life Company as a PRSA provider for your employees, and that you have engaged RBK as your PRSA intermediary
- > Provide you with a comprehensive 'Employee Pack' to issue to employees informing them of the Group PRSA Facility
- > Advise, and admit, any employees wishing to join the Group PRSA Facility

## What are the Benefits to you?

By entering into a contractual Group PRSA Facility arrangement, you can ensure that your business is compliant with pension legislation and alleviate the potential for the imposition of fines and/or prosecution arising from regulatory reviews or inspections.

## What is the set-up cost?

There is a once-off set-up fee of €650 + VAT.

## Contact

If you would like to discuss how any of the foregoing may affect you, please feel free to contact us to arrange a consultation on 090-6480600.



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## Russell Brennan Keane Pensions Consultancy

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