

# INTERNATIONAL PENSION PLAN (IPP)/ INTERNATIONAL SAVINGS PLAN (ISP) EXPLAINED

IPPs and ISPs have been around for decades and originally used only by large global employers in specific sectors. Over time, with globalisation, greater mobility and increased employee expectations these products have become an important tool to help employers of all sizes and sectors navigate the challenges of 21st century employment.

## \*ASSETS UNDER MANAGEMENT CONTINUE TO GROW:



## HOW CAN THEY BE USED?

They can be used for international staff as well as local nationals. For example:

- To provide a consistent, meaningful and consolidated benefit for internationally mobile employees, wherever their contract takes them. An IPP/ISP is portable so it can travel with them.
- To provide additional benefits for Executive “top hat”/key employees to attract and retain them
- To provide additional tier retirement/savings plans for local national employees
- To provide employees’ retirement benefits if based in challenging countries with little or no reliable local pension options
- To provide savings plan to encourage staff to save for other lifetime goals and help retain them
- To provide offshore/contract staff with a portable savings plan where a flexible savings plan is a real benefit to help them make the most of their time working overseas.

## GREATER FLEXIBILITY AND EFFICIENCY

An ISP/IPP is more flexible than a local pension plan and can evolve over time as your needs change. For example, an Employer:

- Can decide the plan objective as to whether they prefer a more restrictive retirement plan to make sure employees have something for retirement or a flexible savings plan so that their employees can have an easy and efficient way to save.
- Tailor the rules to suit the population and can make it as broad or as specific as required
- Harmonise the benefits across a range of countries/contract types
- Have tailored and branded employee engagement documentation.

### Greater efficiency

- Gain economies of scale and efficiencies by using one provider
- Deliver meaningful benefits to employees that don’t fit into your current options
- Online self-service portals which allows access and visibility to the Employer and Employee, wherever they are based, via a secure environment.

## WANT TO KNOW MORE?

---

Over the last 30 years the Sovereign Group has grown to become one of the largest independent corporate, trust and pension service providers in the world. With more than 20 offices worldwide, its global footprint allows it to be closer to its clients and provide local understanding and support, whilst having the capability to offer a global service that includes a wide range of employee benefits.

Please contact our experts who are happy to help:



**Mrs Jo Smeed**

Email: [jsmeed@SovereignGroup.com](mailto:jsmeed@SovereignGroup.com)

Tel: +44 (0)1481 811000



**Mr Sean Gillease**

Email: [sgillease@SovereignGroup.com](mailto:sgillease@SovereignGroup.com)

Tel: +44 (0)1481 811000

[PRE-PROPOSAL QUESTIONNAIRE](#)