

1.1 Module 4: Retirement Provision

1.1.1 Headline information about the module

Module title	Retirement Provision
Module NFQ level (only if an NFQ level can be demonstrated)	8
Module number/reference	5
Parent programme(s) the plural arises if there are embedded programmes to be validated.	Higher Diploma in Business in Pensions Management Certificate in Business in Pensions, Insurance and Investment
Stage of parent programme	1
Semester (semester1/semester2 if applicable)	3/4
Module credit units (FET/HET/ECTS)	ECTS
Module credit number of units	10
List the teaching and learning modes	Lectures, Tutorials
Duration of the module	8 weeks
Average (over the duration of the module) of the contact hours per week (see * below)	6

Analysis of required learning effort		
*Effort while in contact with staff	Minimum ratio teacher / learner	Hours
Classroom and demonstrations	1:60	24
Monitoring and small-group teaching	1:30	24
Other (specify)	-	-
Independent Learning		
Directed e-learning (hours)		-
Independent Learning (hours)		100
Other hours (group project)		102
Work-based learning hours of learning effort		-
Total Effort (hours)		250

Allocation of marks (within the module)					
	Continuous assessment	Supervised project	Proctored practical examination	Proctored written examination	Total
Percentage contribution	20	20	-	60	100%

1.1.2 Module aims and objectives

The aims of this module are to provide learners with an enhanced and current understanding of the retirement provision framework in Ireland, in particular the mechanisms for private retirement provision in Ireland. Key to the module is the ability to research, interpret and apply the underpinning legislative provisions, developing the learner's independent learning skills, and skills of enquiry and research.

1.1.3 Minimum intended module learning outcomes

On successful completion of this module, learners are able to:

- (i) demonstrate an enhanced knowledge of the retirement framework in Ireland, the challenges facing society at both an individual and macro level and the corresponding policies in place to meet such challenges
- (ii) categorise earnings and evaluate the corresponding eligibility to social welfare entitlements and mechanisms and incentives in place for individuals or employers for additional private pension provision
- (iii) demonstrate an in-depth knowledge and understanding of the various pension arrangements and be able to apply this understanding to provide retirement solutions
- (iv) evaluate and apply the legislative provisions underpinning revenue approved retirement arrangements in given situations
- (v) identify and compute the range of options available on changing employment, retirement, or death and evaluate the corresponding impact on future retirement provision by critically analysing and evaluating appropriate situations.

1.1.4 Rationale for inclusion of the module in the programme and its contribution to the overall MIPLOs

The core objective of all endeavours in the field of pensions and retirement planning is the provision of benefits when a person ceases working. The nature and form of these benefits depend on a number of variables, including the type of scheme(s) involved, the age and circumstances of the individual and the relevant rules laid down by the Revenue Commissioners under the Taxes Acts. This module equips learners to navigate their own and their clients' way through the complex minefield of benefit options.

This module supports the achievement of the following MIPLOs: (i), (ii), (iii), (iv), (v), (vii), (viii), (ix) and (x).

1.1.5 Information provided to learners about the module

Learners are supported with resources to offer structure and guidance which include a set of lecture notes and reading materials as well as a detailed module curriculum that includes the module learning outcomes, a class schedule, the necessary reading material and the assignment strategy. Participants also have access to Moodle, the College's Virtual Learning Environment (VLE).

1.1.6 Module content, organisation and structure

6.4.6.1 Background

- Basics of the pensions need
- Demographics
- Longevity
- Social Welfare
- Government initiatives
- Auto Enrolment
- Four pillars
- Need for planning

6.4.6.2 Taxation and Social Welfare

- Residence, domicile
- Schedules
- Collection
- PAYE
- USC

- PRSI
- Tax treatment of termination payments
- State retirement benefits

6.4.6.3 Retirement plans

- Choices
- Tax relief
- Limits
- Costs
- Group v Individual Plans
- Risks inherent

6.4.6.4 Annuities

- Types of annuities
- Purchase
- Annuity rates
- Variables
- Bond yields
- Age
- Gender
- Dependants
- Enhanced
- Guaranteed rates
- Sovereign annuities

6.4.6.5 Personal Pensions

- Legislation
- RACs
- Revenue approval
- Relevant Earnings
- Death benefits
- Drawing benefits
- Ownership
- Trust RACs
- Self-assessment

6.4.6.6 PRSAs

- Standard v Non-standard
- Providers
- Charges
- Investment
- PRSA AVC
- Contributions
- Benefits
- Regulation
- Employer obligation
- Vested PRSA
- Transfers

6.4.6.7 Approved Retirement Funds

- Legislation
- QFMs
- Eligibility
- AMRF/minimum pension
- Investment
- Transfers
- Withdrawals
- Taxation
- Inheritance

6.4.6.8 Occupational Pensions

- Definition of an occupational pension scheme
- Employer obligations
- Defined Benefit (DB) vs Defined Contribution (DC)
- Hybrid, variations
- Final salary vs career average
- Integration
- Establishment of an occupational pension scheme
- Remittance rules
- Trusts
- Revenue approval
- Group schemes
- Small Self Administered Schemes (SSAS)
- Death in service benefits
- Retirement options
- Leaving service
- Revenue limits on pensions benefits

6.4.6.9 Public Sector Pensions

- Traditional arrangements
- ~~New~~ Single Scheme
- Retirement ages
- Funding
- Transfer network
- Purchase of notional service
- Death in service
- AVCs

6.4.6.10 Fund Limits

- Standard Fund Threshold
- Personal Fund Threshold
- Excess amount
- Taxation
- Lump sums
- Investment implications
- Benefit Crystallisation Event
- Collection of tax

6.4.6.11 Legislation

- Pensions Act
- Pensions Authority
- Fund Preservation
- Funding standard
- Disclosure
- Trustees and their responsibilities
- Reporting, whistleblowing
- PRSAs
- Amendments

6.4.6.12 Financial Planning

- Gathering information
- Goals
- Financial status
- Establishing Retirement needs
- Projections
- Costs, Reduction in Yield (RiY)
- Comparisons of approaches
- Options at retirement
- Statement of suitability for retirement needs.

1.1.7 Module teaching and learning strategy

Programme content is delivered by means of lectures and workshops with prior preparation. Learners are required to read and prepare for classes beforehand with the emphasis on interactive discussions, participative group work and learning by doing in class. Practice problems and case study analysis play a large part in ensuring that learners learn and understand how accounting is employed in decision-making and the role of management accounting within the wider organisational context. Each lecture includes an evaluation of the pros and cons of each available option for any given situation. Learners prepare and present a report and recommendation for a client based on current issues in retirement planning.

1.1.8 Work-based learning and practice-placement

There is no practice-placement element within this module.

1.1.9 Module summative assessment strategy

Learners practise and demonstrate teamwork and interpretative and communication skills in the continuous assessment of the module, which is conducted in two parts:

- The learner prepares and presents a report and recommendation for a client, based on current issues in retirement planning
- The learner evaluates and critiques a retirement policy.

The final assessment is in the form of a proctored examination, with questions which contain both theoretical and practical elements with all of the learning outcomes assessed in the exam. 60% of the marks are allocated to this piece of the work.

No	Description	MIMLOs	Weighting
1	Group Assignment: Presentation	(i), (ii), (iii), (iv) and (v)	20%
2	Research Project: Evaluate / Critique Retirement Policy	(i), (ii), (iii), (iv) and (v)	20%
3	End of semester examination	(i), (ii), (iii), (iv) and (v)	60%