

HUMAN RESOURCES

# ADAPTING BENEFIT PROVISION FOR THE NEW WORLD

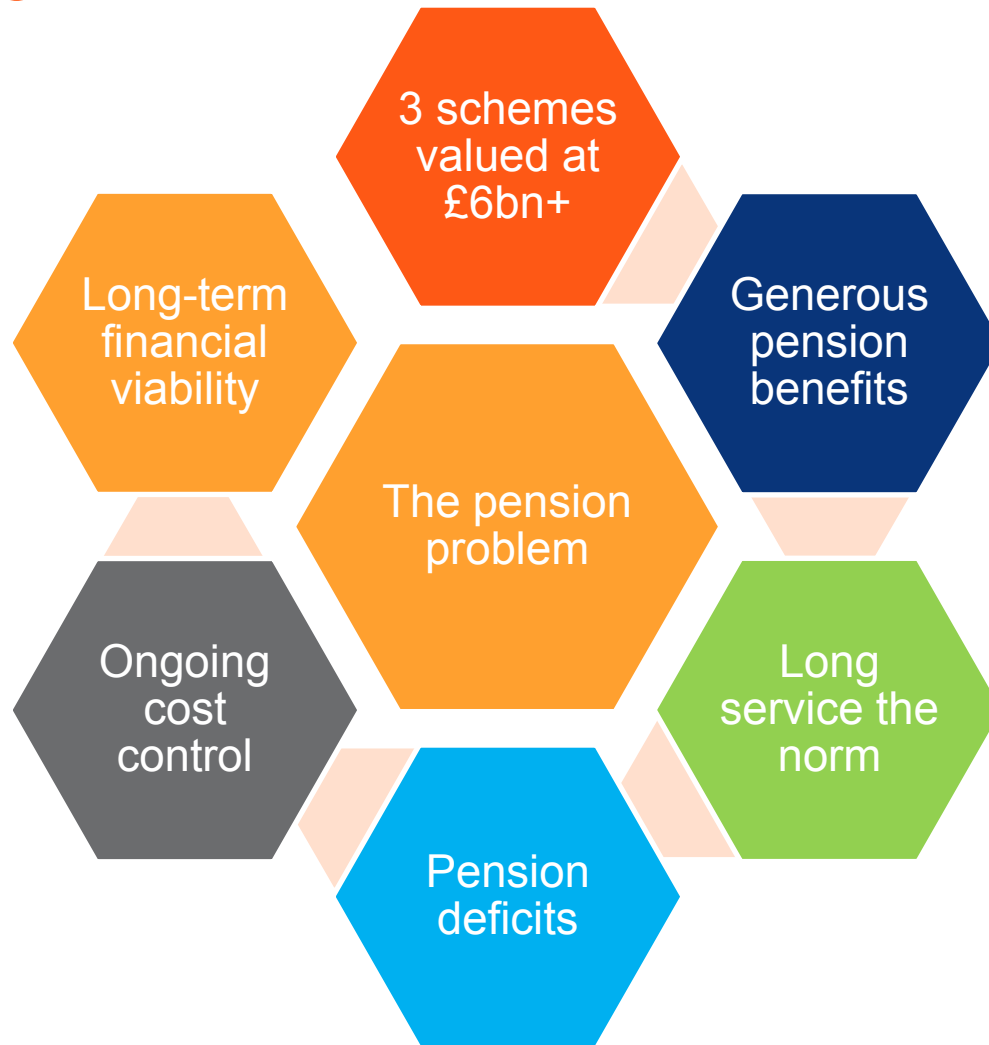
CLIVE POTHECARY

EDF ENERGY

PENSIONS OPERATIONS MANAGER



# The problem



# The solution

New CARE  
Section

New Salary  
Threshold

New DC Top-  
up and DC  
Only sections

Final Salary  
sections  
closed

Staff defaulted into  
CARE with 1-off chance  
to go back to FS

Capped pensionable  
pay increases for high  
earners

Improved  
member  
engagement

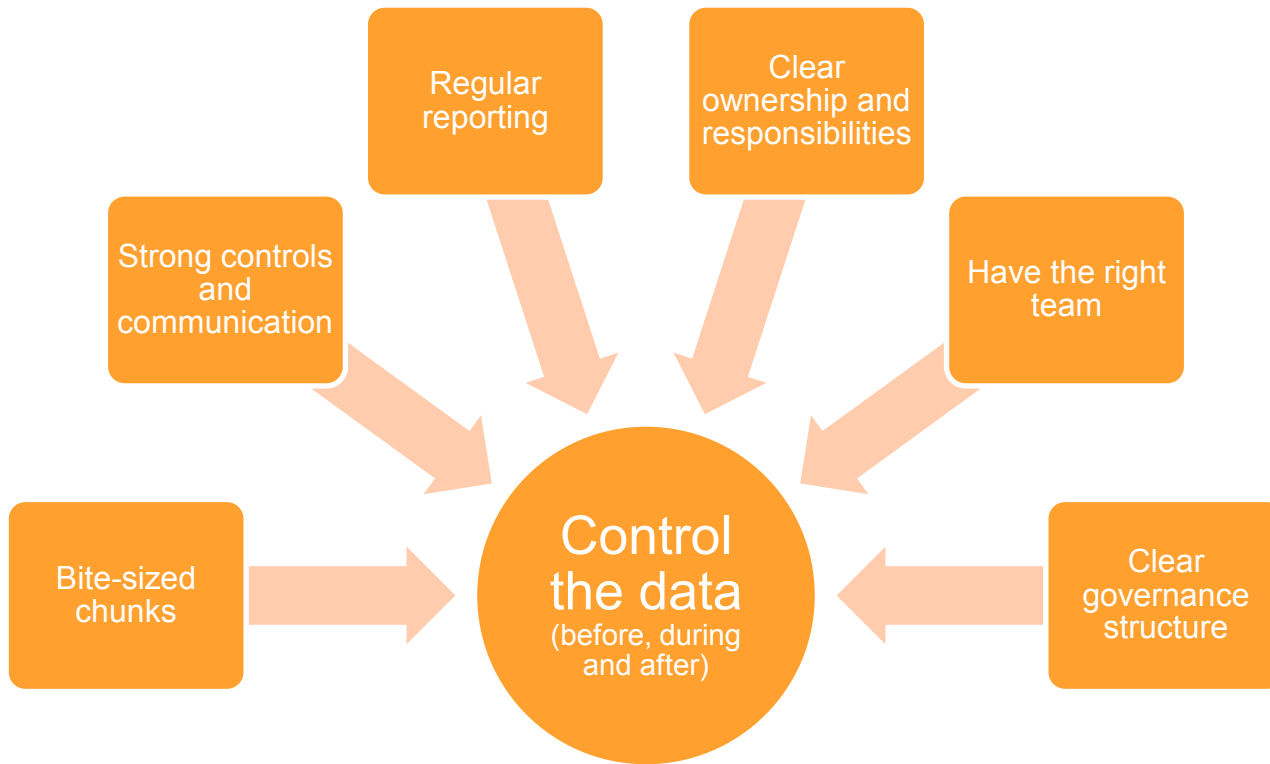
DC Only new  
AE vehicle

CARE linked  
to SPA

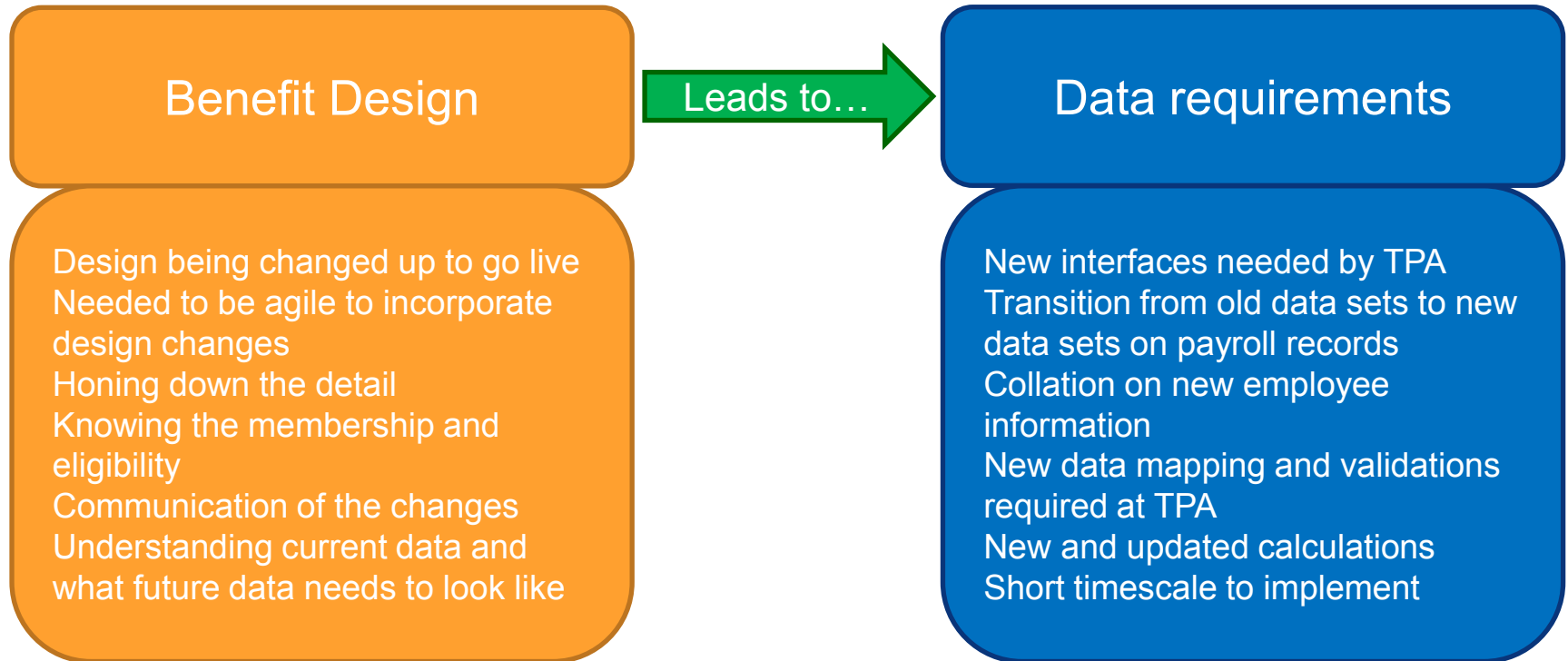
Future CARE  
costs capped  
at 15%



# The approach

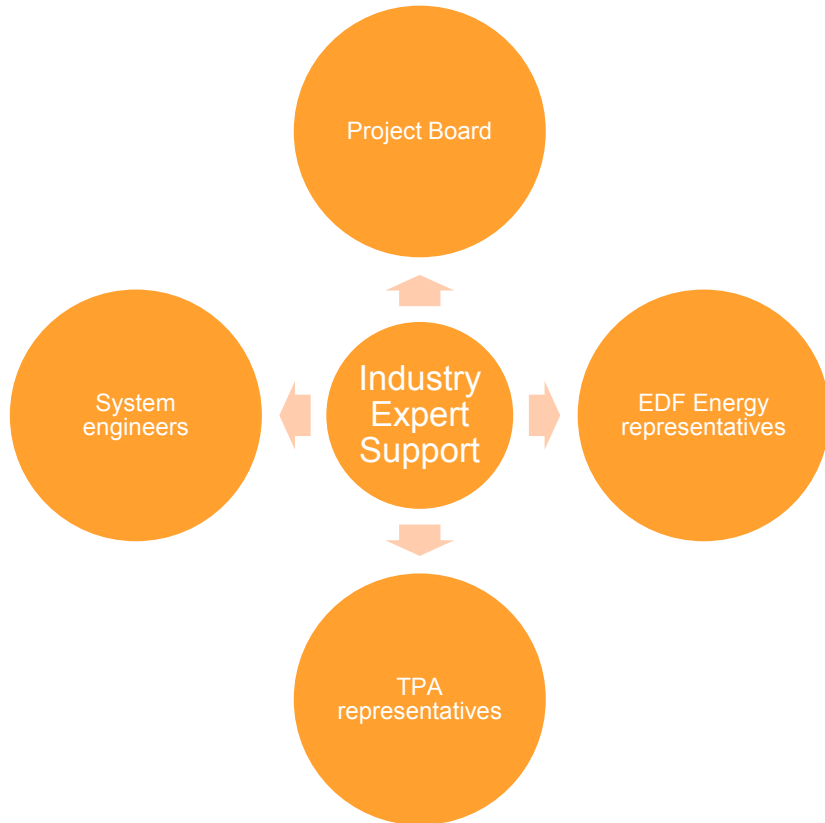


# Operational implementation – the challenges

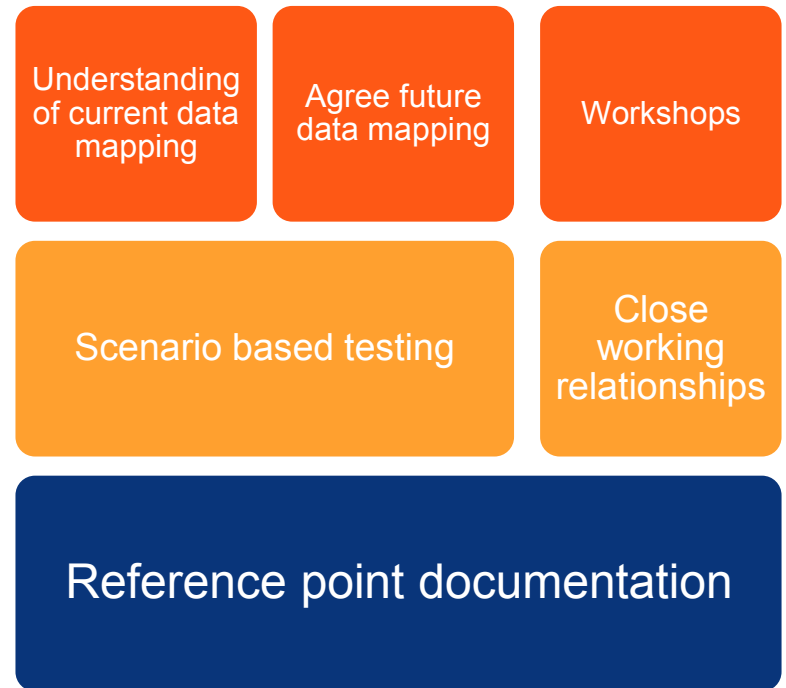


# How did it get achieved

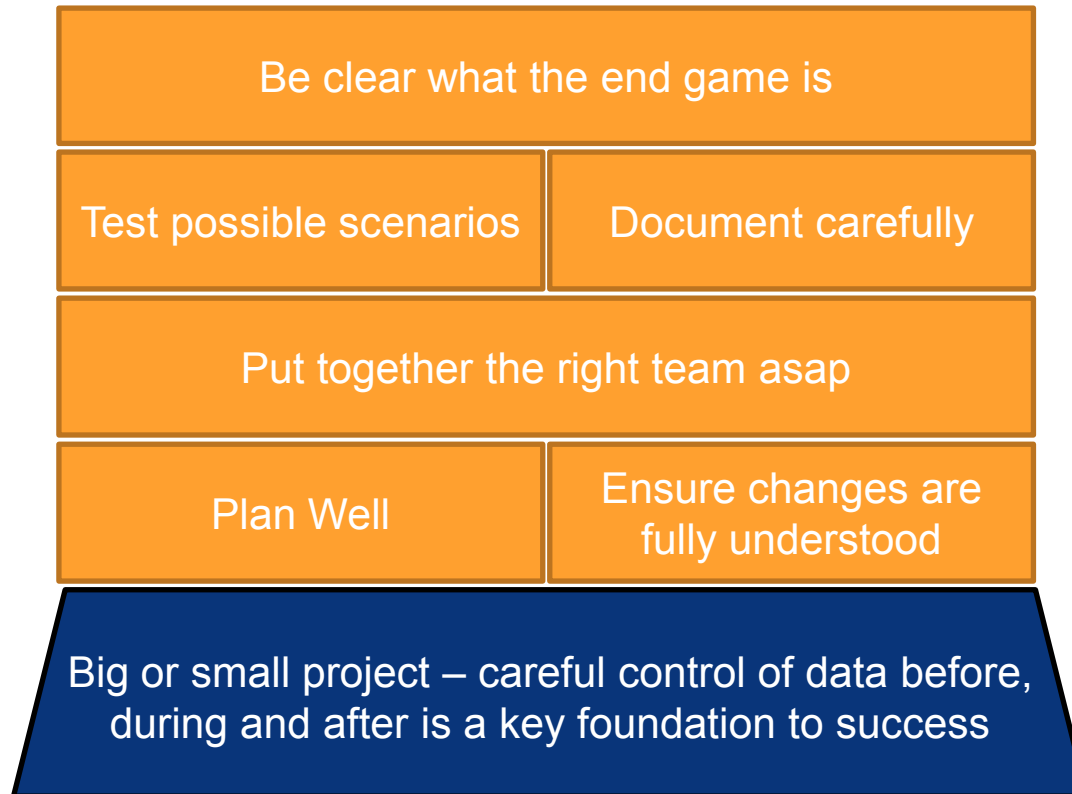
## The right team



## Handling the data



# Conclusion



THANK YOU

