

Pension Provision: An Introduction

HIGHER NATIONAL DIPLOMA

养老金规则 (初级)


【英】苏格兰学历管理委员会 (SQA)

Unit Student Guide

BUSINESS

DE5W 35



 中国时代经济出版社


SCOTTISH
QUALIFICATIONS
AUTHORITY

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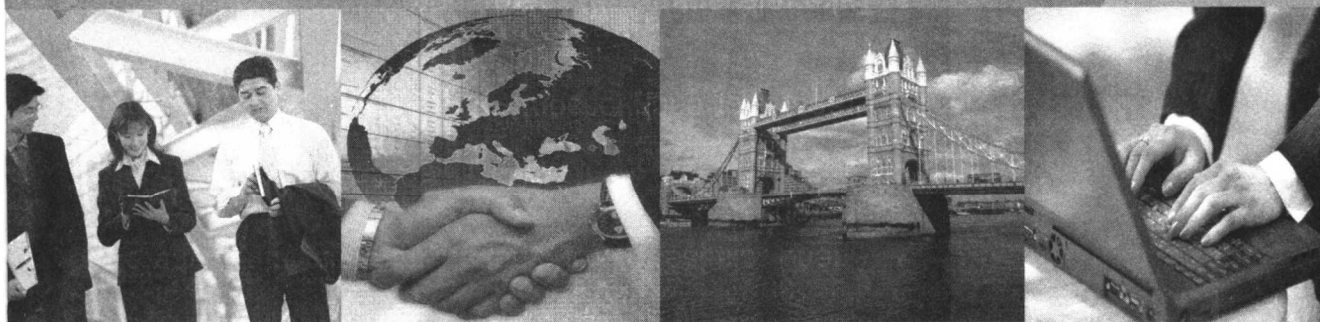
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1

Introduction to the Scottish Qualifications Authority

This Unit **DE5W 35 Pension Provision** has been devised and developed by the Scottish Qualifications Authority (SQA). Here is an explanation of the SQA and its work:

The SQA is the national body in Scotland responsible for the development, accreditation, assessment, and certification of qualifications other than degrees.

Its website can be found at: www.sqa.org.uk.

The SQA's functions are to:

- devise, develop and validate qualifications, and keep them under review
- accredit qualifications
- approve education and training establishments as being suitable for entering people for these qualifications

- arrange for, assist in, and carry out, the assessment of people taking SQA qualifications
- quality assure education and training establishments that offer SQA qualifications
- issue certificates to candidates.

In order to pass SQA units, students must complete prescribed assessments. These assessments must meet certain standards.

The Unit Specification outlines the **four** Outcomes that students must complete in order to achieve this Unit. The Specification also details the knowledge and/or skills required to achieve the Outcomes. The Evidence Requirements prescribe the type, standard and amount of evidence required for each Outcome.

2

Introduction to the Unit

2.1 What is the Purpose of this Unit?

This Unit is designed to enable you to understand the range and use of pension provision for personal and commercial customers. It provides you with knowledge and skills that should contribute towards your finding employment in clerical, administrative, sales, support or trainee managerial positions within banks, building societies, insurance companies and other related financial institutions. The Unit may also help if you are taking business-related courses or if you have a personal interest in this subject.

2.2 What are the Outcomes of this Unit?

1. Explain the provision and operation of state pension schemes.
2. Explain the provision and operation of occupational pension schemes.
3. Explain the provision and operation of non-standard occupational schemes and additional funded schemes.
4. Explain the provision and operation of personal pension schemes.

Further details can be found in Appendix 1 — Unit Specifications.

2.3

What do I
Need to be
Able to do in
Order to
Achieve this
Unit?

In order to achieve this Unit you will be required to:

- Attend classes, workshops, tutorials etc. where appropriate;
- Prepare for each lesson;
- Take relevant notes where appropriate;
- Read the prepared materials provided in this Unit Student Guide;
- Read the recommended Internet references;
- Review materials for preparation of assessment;
- Complete a given assessment within the given timescale, and to the agreed standard.

2.4

Approximate
Study Time
for this Unit

Completion of this Unit is intended to be flexible.

The notional study time for this Unit is 80 hours but actual time allocated is at the discretion of the centre. This is inclusive of teaching time and self-study time.

However, it is understood that, due to your individual circumstances, some of you will need less and others may need more time to complete.

2.5 Equipment/ Material Required for this Unit

There are no specific requirements. You will need to complete the following Unit Student Guides to meet all the requirements of this unit:

Unit Student Guide — Pension Provision: An Introduction.

Unit Student Guide — Pension Provision: Advanced.

2.6 Symbols Used in this Unit

The various Learning Materials sections are designed so that you can work at your own pace, with tutor support. As you work through the Learning Materials (see Section 5), you will encounter symbols. These symbols indicate that you are expected to complete a task. These tasks are not Outcome Assessments. They are exercises designed to consolidate learning or encourage thought, in preparation for the Outcome Assessment (see Section 3 — Assessment Information for this Unit).

Activity

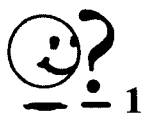


This symbol indicates an Activity. Usually, Activities are used to improve or consolidate your understanding of the subject in general or a particular feature of it.

In this unit, you are asked to undertake a number of Activities. Many of these are designed to test your understanding of what has gone before, others to pre-test your understanding of what is about to follow.

Occasionally you will be asked to use alternative source material, e.g. the Internet, to find out relevant information for yourself.

Self-Assessed Question



This symbol indicates a Self-Assessed Question. Using a Self-Assessed Question helps you check your understanding of the content that you have already covered. The Self-Assessed Questions in this guide will often take the form of questions that require brief answers. They are designed to test your understanding of the material and to encourage you to investigate further into the subject.

Everything is provided for you to check your own responses. Answers to the Self-Assessed Questions are to be found at the back of the Unit Student Guide. Where suggested responses to Self-Assessed Questions are provided in the Unit Student Guide, **students are strongly discouraged from looking at these responses before they attempt the Self-Assessed Question.** The Self-Assessed Questions throughout the Unit Student Guide will help you to prepare yourself for the formal assessments, and to identify topic areas in which you might require clarification and additional tutor support. The Self-Assessed Questions will not serve this purpose if you look at the answers before trying them!

Self-Assessed Questions and Activities are designed to be checked by you. No tutor input is necessary at this stage unless special help is requested, although from time to time your tutor may wish to view your responses to Self-Assessed Questions to see how you are progressing.

3

Assessment Information for this Unit

3.1

What Do I
Have to Do to
Achieve this
Unit?

There are **four** Outcomes in this Unit, and there is usually one formative Assessment that relates to these **four** outcomes. In order to achieve this Unit, you will be asked to present evidence in your assessment to show that you have all the minimum knowledge and skills requirements to meet the Outcomes for the Unit, as identified in the Unit Specification for **Pension Provision**.

For this Unit you are required to complete a summative assessment based on the contents of a given case study. The case study will be given to you 7 to 10 days prior to the assessment date. On the day of the assessment you will be required to answer a number of unseen questions.

You will not be permitted to bring any textbooks, notes or other material that you have prepared yourself to the assessment.

4

Suggested Lesson Plan

The Learning Materials (see Section 5) are designed to lead you through a series of activities that will allow you to consolidate your learning and check on your own progress.

The learning material Unit **Pension Provision** is split between the following guides:

- Unit Student Guide — Pension Provision: An Introduction
- Unit Student Guide — Pension Provision: Advanced.

The following suggested lesson plan is for the whole Unit. It is based on a notional 80 hours of contact between tutors and students and assumes class contact sessions lasting 1 hour. Some of the subsections (e.g. *Inland Revenue Limits*) may last considerably more than one contact session.

Section Number	Topic(s)
5.1 (11 subsections)	<p>Introduction to the module; explanation of the Unit specification; use of Student Guide; explanation of the Unit assessment</p> <ul style="list-style-type: none"> • State pension age • Classes of NICs • Treatment of married women • Pension credit • Minimum income guarantee • SERPS formulae • LEL and UEL and band earnings • S2P benefits • Inherited benefits • Contracting out test; reference scheme; money purchase test • Age-related benefits under COMPs and COSRs
5.2 (16 subsections)	<ul style="list-style-type: none"> • Trustees and MNTs • Eligibility for OPS status • Designing benefits • Funding of final salary schemes • Funding of money purchase schemes • Surpluses • Underpins • Conditions in public sector schemes; transfer club • Group life assurance schemes • Controlling directors • Limits on contributions • Approval schemes (pre-1987; 1987-1989; post-1989) • Normal Retirement Date • Retained benefits