

VIAMED Ltd

Company Personnel Manual

Section 31. Pensions

It is the general practice for companies to have some form of pension scheme whereby employees and employer both contribute. Over the past twenty years or so, there have been so many changes in Government regulations regarding pensions, that Viamed have decided to use the following method:

- Viamed will contribute 6% of an employee's basic salary, to be recognised as the Company Contribution to a Private Pension Scheme, to be arranged by you the employee.
This will be detailed in your Letter of employment and / or updated Contract of employment.
There is however, no obligation on you to use the 6% contribution on a Pension plan.
- The company can supply information on Stakeholder Pensions if any employee wishes it.

Personal Pensions:

You can take out a personal pension scheme with any financial company, providing you are between the ages of 18 and 75. Stakeholder pensions are also a form of personal pension.

Stakeholder Pensions:

This is a form of personal pension, except there are no "front-end loaded" charges. They offer great flexibility; you can stop and restart them as and when you wish, and can also vary the timing and amount of the payments.

As an employee you will be able to join the company-offered stakeholder pension scheme, if you have worked for Viamed for more than three months and are employed on a full time basis.