

Retirement Benefit Schemes



Companies offer many mandatory and/or discretionary schemes for the employee. These schemes need to be valued based on the accrual principle on valuation date for financial statement purposes. Furthermore, it is also important for the organization to strike a balance between retirement benefits costs and employee retention.

Various defined benefit plans vogue in the region are gratuity schemes, superannuation plans, post-retirement medical compensatory and sick leaves (if accumulation/encashment allowed), long service awards etc.

Paragon Actuarial provides the following support in this regard:

- Benefit Strategy and Design
- Actuarial Valuation – IAS 19R
- Cost and Funding Analysis
- Plan Change Impact Analysis
- Risk Management
- Investment Consulting
- Curtailment and Settlement of Scheme

For Gratuity, Pension, Post-Retirement Health Benefit, Leave Encashment and any other similar plan

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