

CASE STUDY: LIVING PENSION ACCREDITATION COMMIT DIGITAL LTD



Commit Digital are a small web, mobile app, and software development company based in Doncaster. Unlike some other software companies, we don't offshore any of our work to cut costs - it's local, home-grown talent.

We have an employee-first focus in how the company grows, such as working a four-day week, plenty of holidays, and choosing jobs and clients whose work is satisfying.



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employee-first focus
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Why did you sign up to the Living Pension?

We signed up for the Living Pension accreditation because retirement is not something everybody prepares for, especially younger employees, and the default pension would leave people short of their expectations. The Living Pension accreditation aligns with our commitment to the financial well-being and future security of our employees.



Case Study: Commit Digital Ltd



Until my late-thirties I thought pensions were something only older people had to worry about and that the state pension would be just fine. After a bit of research, I realised how little I would be getting. Fortunately, I had some means to turn that around. I don't want any of my staff to be in that situation.



Ian Fleton – Director of Commit Digital



How was the process of becoming accredited as a Living Pension Employer?

The process of becoming a Living Pension Employer was actually very easy. After a chat with the Living Pension project manager and a team discussion we needed only to send an email to our accountant and the scheme was in place. Our only challenges were convincing younger employees to opt-in to the scheme (not everyone did) and including the increased employee contribution which we will do during our next biannual pay-rise in August so there is no impact on take-home pay.



What benefits are there to becoming accredited as a Living Pension Employer?

We are the first employer who have accredited to have gone from auto enrolment minimums to Living Pension rates, meaning everyone paying into the workplace pension has seen an uplift in their contributions. We hope the Living Pension accreditation brings another sense of being cared for and respected to our staff. Our staff make our business. We hope to retain staff and improve morale, but benefits to the company aren't all that's important - some things just ought to be done because they're the right things to do.

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Planning for the future can be difficult and the consequences can be seen with older relatives who weren't as proactive as they could have been in early life. All employers must now provide a workplace pension and this takes some of the pressure off, but the Living Pension ensures that I am covered for retirement and can enjoy it. I'm extremely grateful to Commit Digital for the financial security they provide.

Tristan – Developer
at Commit Digital

