

HR Roundtable Workgroup Meeting



5th Meeting on 23 Jan 2024

The 5th HR Roundtable Work Group (WG) was held on 23 January 2024 with 13 attendees from the HR professionals and WG committee members. The WG has guest speakers from HKMCA including Mr Pete Sze-Senior Annuity Consultant, Mr Kelvin Lee-Chief Operation Officer and Ms Melinda Chan – Head of Business and Channel Development to share the title of "Securing Retirement: The Role of Life Annuity and Employer Support".

As people in Hong Kong are living longer, financial stability during retirement has become an important issue. Without a well-structured retirement plan, savings may deplete too soon. Therefore, retirees can consider adding an immediate life annuity plan to their retirement financial portfolio. Some of these plans in the market can transform retirees' savings into a stream of guaranteed and lifelong income, hence allowing them to decumulate their reserve order to sustain lifelong use. Moreover, as part of their Environmental, Social, and Governance (ESG) initiatives, employers can also proactively help employees mitigate financial risks by providing access to financial planning and educational resources in advance. The WG look forward to the continuous positive impact of the HR Roundtable platform to enable HR professionals to gain support and insights from each other. The group has collected feedback on topics of interests. The next meeting is expected to be held on 27 March 2024 sharing the topic of "Extension of Retirement". The WG welcomes more HR professionals to join for knowledge sharing and networking.

If you or your HR executive are interested to join the HKRSA HR Roundtable Working Group, please contact The Secretariat of HKRSA at events@hkrso.org.hk for details.

如果您或您的人力資源主管有興趣加入香港退休計劃協會的「人力資源圓桌會議工作小組」，請聯絡秘書處以獲取詳細資訊：events@hkrso.org.hk。

香港退休計劃協會之人力資源圓桌工作小組（WG）已於2024年1月23日舉行了第五次會議，當天共有13位人力資源代表和工作小組委員會成員參與。工作小組邀請了來自香港年金公司的高級年金顧問-施孟軍先生、首席營運總監-李若麒先生及業務發展及銷售網絡部主管-陳怡女士等嘉賓演講，題目為「保障退休：終身年金與雇主的角色」。

香港人愈來愈長壽，所以退休後的財務穩定愈來愈受到重視。欠缺周詳計劃，積蓄可能會過早耗盡。因此，退休人士可以考慮將即期終身年金計劃納入退休理財組合。這類計劃可以將積蓄轉化為保證的終身收入，讓他們可以有序地提取，確保足夠終身使用。此外，作為環境、社會及企業管治 (ESG) 政策一環，僱主還可以透過及早提供理財規劃的渠道，以及相關教育資源，從而促進僱員退休後的財務健康。

香港年金有限公司樂意與各企業的人力資源部合作，從而協助僱主透過即期終身年金幫助僱員實踐財務穩健的退休生活。請致電2512 5058或電郵至outreach@hkmca.hk 了解更多。

工作小組期待人力資源圓桌工作小組之平台能持續發揮正面影響，每次聚會都收集各人感興趣的主題，旨在讓人力資源專業人士獲得更有用的資訊。下一次會議預計將於2024年3月27日舉行。歡迎更多人力資源專業人士加入，分享經驗和建立聯繫。



Securing Retirement: The Role of Immediate Life Annuity and Employer Support

The Importance of Immediate Life Annuity in Retirement Financial Planning

Hong Kong's aging population combined with having one of the world's longest life expectancies, poses unique challenges for its citizens. Therefore, financial stability during retirement is becoming a pressing concern for Hong Kong's citizens approaching this life stage. Without a well-structured plan, there is a risk of depleting savings prematurely. In order to enjoy peace of mind during retirement, it is important to consider the orderly decumulation of savings to ensure they can sustain a lifelong use. Thus, an immediate life annuity, which can transform retirees' savings into a stable and lifelong income stream, may be an ideal retirement financial portfolio component.

Features of Immediate Life Annuity

- Immediate annuity income, no accumulation period is required
- A guaranteed monthly amount
- Lifelong income (some products in the market may impose an upper age limit)

Monthly Annuity Income Examples of an Immediate Life Annuity Plan in Hong Kong Market (based on a premium of HK\$1,000,000)

Age Last Birthday at Application	Male	Female
	Monthly Annuity Payment (HK\$)	Monthly Annuity Payment (HK\$)
70	\$6,560	\$5,840
65	\$5,800	\$5,300
60	\$5,100	\$4,700

The Role of Employers in Facilitating Employees' Retirement Financial Well-being

As part of their Environmental, Social, and Governance (ESG) initiatives, employers can assume a pivotal role in helping employees mitigate retirement financial risks. Companies can proactively enhance employees' financial well-being by improving their financial literacy and providing them with access to retirement planning resources in advance.

To assist employers in preparing their employees for a financially secure retirement with an immediate life annuity, HKMC Annuity Limited is delighted to partner with the human resources departments of corporations to offer support such as onsite information sessions and financial advisory services. Please call 2512 5058 or email outreach@hkmca.hk to learn more.

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安享退休：即期終身年金及僱主的角色

即期終身年金在退休理財規劃中扮演關鍵角色

香港人口正不斷老化，且是全球最長壽的地區之一，這為市民帶來嚴峻挑戰。所以即將退休的香港市民都格外關注退休財務的穩定性，因為欠缺周詳規劃，積蓄可能會過早耗盡。

要安享退休生活，制定一套能有序提取積蓄，以維持終生使用的財務計劃是十分重要的。因此，可以將積蓄轉化為穩定、終身收入的即期終身年金，或許是退休理財組合的理想選擇之一。

即期終身年金的特點

- 即買即享，不設累積期
- 每月年金收入全保證
- 派到百年歸老，終生無限期（市場上部分產品可能有年齡上限）

香港市場上的即期終身年金計劃的每月年金收入範例（以保費港幣1,000,000元計算）

投保時已屆的的年齡	男性	女性
	每月年金金額（港幣）	每月年金金額（港幣）
70	\$6,560	\$5,840
65	\$5,800	\$5,300
60	\$5,100	\$4,700

僱主在改善僱員退休理財規劃方面的角色

作為環境、社會及企業管治 (ESG) 政策一環，僱主可採取主動措施來緩解僱員的退休財務風險。企業可通過提升僱員的財務知識，並提供退休理財規劃的渠道，從而促進他們退休後的財務健康。

為協助僱主透過即期終身年金幫助僱員實踐財務穩健的退休生活，香港年金有限公司樂意與各企業的人力資源部合作，並為僱員提供現場講座和財務諮詢等服務。請致電2512 5058或電郵至outreach@hkmca.hk了解更多。

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