

Pensions Auto Enrolment: What you need to know

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Agenda

- Auto Enrolment: why?
- Employer responsibilities
- Considerations
- What we've learnt
- What we offer
- Q&A
- Appendix

Auto Enrolment: Why?

- Increasing proportion of population over 65
- The Pension Commission highlighted four solutions
 - Increase Taxes
 - Save more
 - Raise average retirement ages
 - Accept pensioners will become poorer
- Auto Enrolment introduced in the Pensions Act 2008 receiving cross party support

Employer Responsibilities

- Find out your staging date
- Segmenting your workforce
 - Eligible (Age 22-SPA & earning over £10,000)
 - Non-Eligible (Age 16-21 & SPA to 74 & £5,772 to £10,000)
 - Entitled (Earning less than £5,772)
- Contribution basis – Qualifying Earnings or Self Certification?
- Source a pension scheme
- Adhere to your on-going AE responsibilities

Considerations

- Moving your staging date
- Postponement
- Phasing
- Choosing a Pension Scheme
- Software
- Payroll Provider
- Pay Reference Periods (PRP's)
- Cost

What we've learnt

- Preparation is key
- Get ahead of the game
- Liaise with your payroll provider
- Create an implementation plan
- Be prepared for change

What we offer

- Initial Report
- Provider Selection
- Pension Design
- Communication of pension scheme
- Implementation of pension scheme
- On-going service and support

Q&A

Any Questions?

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Staging Dates - Table 1

People in <u>Largest</u> PAYE (on 1st April 2012)	Staging Date
120,000 or more	1 st Oct 2012
50,000-119,999	1 st Nov 2012
30,000-49,999	1 st Jan 2013
20,000-29,999	1 st Feb 2013
10,000-19,999	1 st Mar 2013
6,000-9,999	1 st Apr 2013
4,100-5,999	1 st May 2013
4,000-4,099	1 st Jun 2013
3,000-3,999	1 st Jul 2013
2,000-2,999	1 st Aug 2013
1,250-1,999	1 st Sep 2013
800-1,249	1 st Oct 2013
500-799	1 st Nov 2013
350-499	1 st Jan 2014
250-349	1 st Feb 2014

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Staging Dates - Table 2

People in <u>Largest</u> PAYE (on 1 st April 2012)	Staging Date
160-249	1 April 2014
90-159	1 May 2014
62-89	1 July 2014
61	1 August 2014
60	1 October 2014
59	1 November 2014
58	1 January 2015
54-57	1 March 2015
50-53	1 April 2015
40-49	1 August 2015
30-39	1 October 2015
Fewer than 30 (depends on the last 2 characters in PAYE reference number)	1 June 2015 to 1 April 2017
Employers who do not have a PAYE scheme	1 April 2017
<u>or</u> New employer / PAYE scheme user (depends on when PAYE income first payable)	1 May 2017 to 1 st Feb 2018

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Alternative Staging Dates for Small Employers

Original staging date	Prescribed alternative date employer can choose
1 October 2012 and 1 November 2012	1 August 2015
1 January 2013 and 1 February 2013	1 October 2015
1 March 2013 and 1 April 2013	1 January 2016
1 May 2013 and 1 June 2013	1 February 2016
1 July 2013 and 1 August 2013	1 March 2016
1 September 2013 and 1 October 2013	1 April 2016
1 November 2013 and 1 January 2014	1 May 2016
1 February 2014 and 1 April 2014	1 July 2016
1 May 2014 and 1 July 2014	1 September 2016
1 August 2014 and 1 October 2014	1 November 2016
1 November 2014 and 1 January 2015	1 February 2017
1 March 2015 and 1 April 2015	1 April 2017