

# The next step towards auto-enrolment



TISA auto-enrolment seminar

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# Agenda

- Auto enrolment – the role of the regulator
- “Making auto enrolment work” – a Government review
- Automatic enrolment - employer duties
- Employers and schemes – a check list
- Our approach and our communications
- The next steps...

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# The role of The Pensions Regulator

‘To maximise employer compliance with the auto enrolment duties’

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# ‘Making auto enrolment work’ review

- Government has accepted the main recommendations from the review
- The outcome does not materially change our existing plans
- We are up and running at full speed

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# Automatic enrolment – employer duties

- Employers will be required to:
  - ✓ Automatically enrol staff into a qualifying scheme
  - ✓ Provide information to staff
  - ✓ Register with the regulator
  - ✓ Pay minimum contributions
  - ✓ Maintain scheme records
- Employers must not:
  - x Coerce their employees to opt out
  - x Discriminate against employees seeking a pension

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## What should employers be aware of?

- When is your staging date?
- Does your existing provision qualify?
- If you have no existing scheme, which scheme will you use?
- When do you need to take action?
- How will this affect your HR and payroll software, benefit packages, administration needs?
- How will you communicate with your staff?

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## What should schemes be aware of?

- Do you need to change your scheme rules for the scheme to qualify?
- Are there any barriers to auto enrolment?
- Can your systems and processes cope with the increase in scheme membership?
- Do you know your employer/client auto-enrolment date?
- Have you engaged with your employer/client?

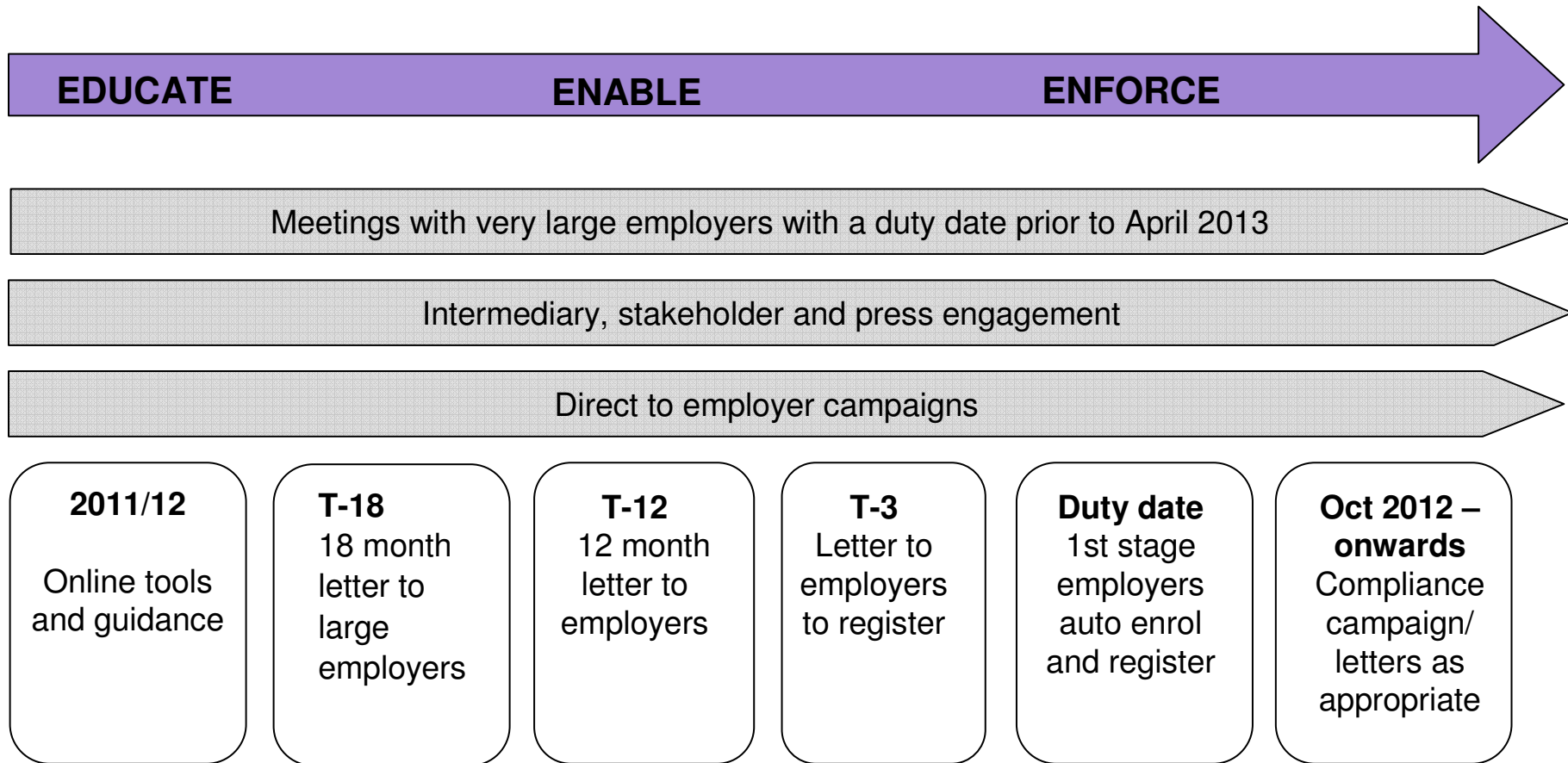
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# Our approach

- We will educate, enable and enforce
- And apply a
  - Proportionate
  - Accountable
  - Consistent
  - Transparent
  - Targeted and
  - Risk-based regulatory approach
- And only use our powers to deal with deliberate non-compliance

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# Maximising employer compliance is focused on education and communication



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# Next steps

The screenshot shows the homepage of The Pensions Regulator. At the top, there is a navigation bar with links: Home, Glossary, Exchange login, Contact us, About us, How we regulate and enforce, and Press room. The main header features the logo 'The Pensions Regulator' and the tagline 'Committed to increasing confidence and participation in work-based pensions'. Below this are five tabs: FOR PROFESSIONALS, FOR EMPLOYERS, FOR TRUSTEES, FOR INDIVIDUALS, and DOC LIBRARY. The main content area is titled 'PENSIONS REFORM' and includes a paragraph about the government's aim to encourage more people to have adequate pension savings. To the right of this text is an image of a clock. Below the paragraph is a download icon and a link to 'Download our guide: Introduction to work-based pension changes', with a sub-description: 'A simple and concise guide to what every employer needs to know about the changes to work-based pensions'. To the right of the main text is a search box with a 'GO' button. Below the search box are three boxes: 'Know what you're looking for?' with links to 'Regulatory guidance', 'Codes of practice', and 'Consultations'; 'Keep up to date' with links to 'Subscribe to news-by-email', 'Subscribe to news feeds', and 'Share this page'; and 'Useful websites' listing 'The Department for Work and Pensions', 'Personal Accounts Delivery Authority', 'The Pensions Advisory Service', and 'Business Link - information for employers'. At the bottom of the main content area are four boxes: 'The changes', 'Learn the terms', 'Automatic enrolment explained', and 'Staging and phasing', each with a brief description and a 'More about...' link. A 'FAQs' link is also visible at the bottom left.

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**Thank you**

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