

AUTO ENROLMENT

What is Auto Enrolment?

- Auto Enrolment is the term given to the obligation for every employer to enrol workers into a workplace pension scheme where both employee and employer are required to contribute.
- Workers matching the following criteria must be enrolled into an approved scheme by law:
 - Those aged between 22 and State Pension age,
 - Those earning more than £10,000 a year,
 - Those working in the UK.

How will this affect me as an employer?

- If your workers meet the criteria above, you must open an approved workplace pension scheme from a specific date (known as a '**staging date**') - if you don't already have one that complies with the new regulation.
- You will then have to enrol all of those employees in the scheme. Individual workers may 'opt out' of the scheme, but their initial enrolment is mandatory.
- Staff who don't meet the criteria can ask to 'opt in' to the pension scheme but there is no requirement, in this case, for an employer contribution.

What do I need to do?

- Find out your staging date - so that you can start planning.
- Contact us now to discuss the rules in more detail.
- We can recommend an independent financial adviser if you don't have one. Alternatively, you can go direct to a scheme provider.
- Be aware - non-compliance will result in penalties.