

Delivering Good Outcomes

Say Hello

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Auto-enrolment and scheme review



The problem

An employer received confirmation of their staging date from the Pensions Regulator but believed that as their workforce had reduced since 1 April 2012, they would have a later staging date based on their current number of employees.

They thought that the Pensions Regulator had "got it wrong" and ignored their calls to action.



The issues

On receiving a fixed penalty notice from the Pensions Regulator, the employer contacted them. They were informed that:

The original staging date was correct.

All employer staging dates are based on the employer's PAYE headcount at 1 April 2012, regardless of the number of workers they now have.

They therefore contacted us for support with non-compliance.



The solution

With time of the essence, we contacted the Pensions Regulator to advise them that we were creating an action plan with the employer to provide a solution. This included:

Negotiating with a leading pension provider to establish a Qualifying Workplace Pension Plan for auto enrolment on very competitive terms.

Preparation and delivery of a cost modelling report, provider recommendation and default investment fund review to help the employer make a decision on their scheme design.

Design of bespoke employee communications to deliver the auto-enrolment message in a positive way to the affected employees.

Supporting payroll and HR to set up the scheme and processes.



How we helped

We were able to use our multi award winning auto-enrolment proposition to implement a solution in a quick timescale.

The employer thus avoided an escalating penalty of £2,500 per day from the Pensions Regulator.

We liaised with the Pensions Regulator to obtain assurance that there would be no adverse publicity for the employer.

We established a highly competitive qualifying DC pension scheme with one of the UK's leading providers.

The employees were provided with easy to understand communications explaining the situation and we supported the employer by delivering on site presentations to all employees.

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