

Under the Pensions Act 2008 and subsequent amendments in 2011, the auto enrolment of employees has commenced on a staged basis from 1st October 2012. The staging dates for employers to implement the required processes are spread over a period starting with the larger employers first.



MPL Wealth Management Ltd provide services for:

- Initial discussions to agree a menu of services
- Assess your work force to establish potential costs
- Agree the basis of pensionable pay
- Provide template communication letters to employees
- Provide staff presentations
- Implement the scheme
- Register the scheme with The Pensions Regulator and submit returns
- Provide pension surgery's as and when required
- Agree ongoing servicing needs

Outline of Main Employer Duties

- ✓ Know your staging date (usually based on employment records @ 1st April 2012)
- ✓ Assess your workforce for eligible/non-eligible categories of workers (see below)
- ✓ Review your pension arrangements
- ✓ Provide information to your workforce
- ✓ Enable an entitled worker to join a registered pension scheme
- ✓ Automatic enrolling and automatic re-enrolling (every 3 years) of eligible jobholders (*see definition attached*)
- ✓ Opting in of non-eligible jobholders
- ✓ Opt outs of jobholders
- ✓ Contribute to your worker's pensions
- ✓ Ensuring job applicant and worker rights are safeguarded
- ✓ Registering with the Pensions Regulator
- ✓ Appropriate record keeping on all the above points which need to be submitted to The Pensions Regulator

Categories of workers

Age Range 	16 – 21	22 – State Pension Age	State Pension Age - 74
Earnings 			
Under lower earnings threshold (<£6,032pa)	Entitled Worker (<i>can request to join a scheme</i>)		
Between £6,032pa and £10,000pa	Non-eligible Jobholder (<i>can opt in to an auto enrolment scheme</i>)		
Over earnings trigger for automatic enrolment (>£10,000pa)	Non-eligible Jobholder	Eligible Jobholder (<i>must auto enrol</i>)	Non-eligible Jobholder

1) Jobholder:

- A worker who is aged at least 16 and under age 75
- Working under contract in the UK
- Qualifying earnings are payable – from £6,032 to £46,350 pa (2018/19 tax year)
- Note agency workers are treated by the contract whoever pays them

2) Eligible Jobholder:

- Aged at least 22 and under state pension age
- Working in the UK under contract
- Earnings in excess of £10,000 pa (2018/19 tax year) which is the trigger for auto enrolment

3) Non-eligible Jobholder:

- Aged at least 16 and under age 22
- At least state pension age and under age 75
- Aged at least 22 and under state pension age earning less than £10,000 pa (2018/19 tax year)

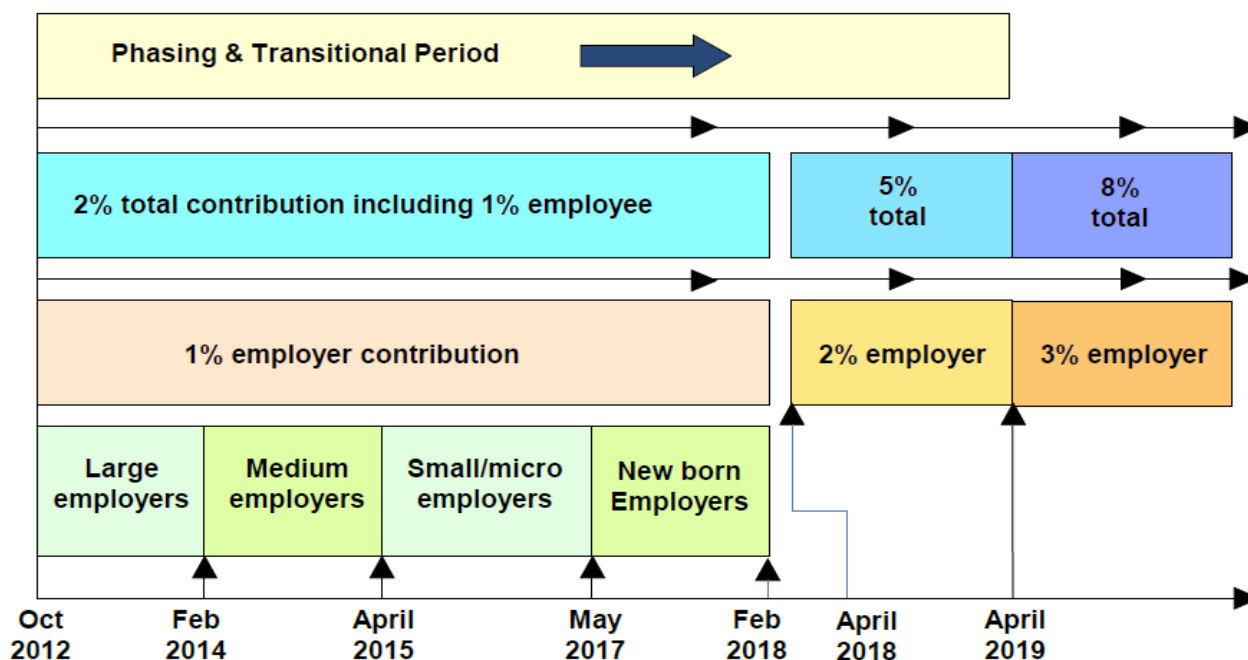
4) Entitled Worker:

- Worker who would be jobholder but earning less than £6,032 pa in the relevant pay reference period.

<i>Minimum Employer Pension Contribution Levels</i>	
October 2012 to April 2018	<ul style="list-style-type: none"> • Minimum Contribution: 2 per cent. • Of this the employer must pay at least: 1 per cent. • For every £100 of qualifying earnings a worker earns, the minimum contribution is £2. Of this the employer must pay at least £1.
April 2018 to April 2019	<ul style="list-style-type: none"> • Minimum contribution: 5 per cent. • Of this the employer must pay at least: 2 per cent • For every £100 of qualifying earnings a worker earns, the minimum contribution is £5. Of this the employer must pay at least £2.
April 2019 onwards	<ul style="list-style-type: none"> • Minimum contribution: 8 per cent. • Of this the employer must pay at least: 3 per cent • For every £100 of qualifying earnings a worker earns, the minimum contribution is £8. Of this the employer must pay at least £3.

Timeline

Staging and phasing plans



There is no doubt that there needs to be guidance and help along the way. This comes in two parts the first being the implementation of appropriate pension access to comply with the reforms and secondly in the registration and reporting requirements to The Pensions Regulator.

MPL Wealth Management Ltd can assist you along the path to auto enrolment and you should contact your usual adviser via the details below.

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