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DWP announces revised auto-enrolment staging dates

Pensions Minister Steve Webb has confirmed revised auto-enrolment staging dates following his announcement last month that these dates would be delayed.

All employers with an existing staging date on or before 1 February 2014 will not be affected.

Medium-sized employers with between 50 and 249 employees will be allocated a new staging date of between 1 April 2014 and 1 April 2015, which will delay their implementation date by up to 9 months.

Small employers, who have fewer than 50 employees, will have new staging dates between 1 June 2015 and 1 April 2017.

Brand new employers setting up between 1 April 2012 and 30 September 2017 will have staging dates between 1 May 2017 and 1 February 2018.

Steve Webb stated that this will mean that about 70% of workers will be automatically enrolled before the end of this Parliament compared to approximately 75% under the previous arrangements.

The revised auto-enrolment dates are:

Employer size (by PAYE scheme size) or other description	From (inc)	To (inc)
250 or more members	1 October 2012	1 February 2014
50 to 249 members	1 April 2014	1 April 2015
Test tranche for less than 30 members	1 June 2015	30 June 2015
30 to 49 members	1 August 2015	1 October 2015
Less than 30 members	1 January 2016	1 April 2017
Employers without PAYE schemes	1 April 2017	-
New employers Apr 2012 to Mar 2013	1 May 2017	-
New employers Apr 2013 to Mar 2014	1 July 2017	-
New employers Apr 2014 to Mar 2015	1 August 2017	-
New employers Apr 2015 to Dec 2015	1 October 2017	-
New employers Jan 2016 to Sept 2016	1 November 2017	-
New employers Oct 2016 to June 2017	1 January 2018	-
New employers Jul 2017 to Sept 2017	1 February 2018	-
New employers Oct 2017	Immediate duty	-

In his statement, the Pensions Minister also stated plans for a one year delay in the increase of the minimum rate of employer pension contributions from 1% to 2% of banded earnings from 1 October 2016 to 1 October 2017. Employer contributions will then increase to 3% from 1 October 2018.

The Department of Work and Pensions will publish a consultation paper on the detail of these changes shortly.

Enrich opinion

It is important that the Government proceeds with this new timetable with no further delay to ensure that employees who do not already save for their retirement are encouraged to do so, to help them reach a position where they will be able to afford to retire.

For information and advice about auto-enrolment and how it affects your company please contact Nick Oram, Head of Pensions by telephone on 020 7997 5847 or by email at nicholas.oram@enrichbenefits.com. Please also contact Nick if you would like to attend our breakfast briefings.

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