

AUTOMATIC PENSION ENROLMENT

27 April 2012 – Manchester

9 May 2012 – Glasgow

10 May 2012 – London

HALF DAY WORKSHOP (AM)

Morning Workshop – 9.30 am – 12.45 pm
followed by a Buffet lunch

Starting from 2012, new laws will require employers to automatically enrol employees in a pension scheme, and make contributions to that scheme. This is part of the policy of current and previous Governments to get people saving more for retirement, so employees will have to take action themselves, if they want to opt out. The law will not allow employers to encourage opt-outs, and penalties will apply to employers who do not comply with the law on auto-enrolment.

As well as automatically enrolling employees aged 22 – 64 and earning at least £7475 per annum., other employees may have the right to opt-in to a scheme and have employer contributions paid on their behalf.

Employers will need to decide what scheme or schemes they will use to satisfy the new requirements. This might (but need not) include the newly established National Employment Savings Trust (NEST).

It is critical that employers understand what these new laws will require them to do, how they can meet their legal duties, and what the new contribution requirement could cost them to implement.

This half day workshop is presented by leading lawyers who are specialists in pensions and employment law issues, as well as speakers from the pensions industry who will look into practical cost implications. We will look into issues including:

- Will you need to adopt a new pension scheme? Can you use your existing scheme? Will NEST be of interest to you?
- What will be the costs of putting most of your employees into a pension scheme for the first time?
- What about smaller employers, agency workers and contract workers?
- How will your HR team manage this? What will be the impact on recruitment practices and employment terms?

PROGRAMME

09.30 Welcome and Introductions
Session 1 – Details of Auto-Enrolment

- Legal duties;
- Timeframe for implementation;
- Identifying eligible job-holders;
- Treatment of other workers.

- Session 2 – Vehicles for Auto-Enrolment**
- Pension Scheme Quality Requirements;
 - What contribution structure to implement?
 - What kind of scheme?

Coffee Break

- Session 3 – Auto-Enrolment in Practice**
- Sources of information and help;
 - Compliance, enforcement and penalties;
 - Employee communication and interaction with trustees.

Session 4 – Employment Issues

12.45

- Recruitment practices and employment terms;
- Record keeping, opt out and re-enrolment;
- Benefit harmonisation and flexible benefits.

Close followed by buffet lunch

This workshop is interactive with plenty of opportunities to ask questions. If you would like to submit a question before the course then please email this to rachel.cook@dlapiper.com