

A new Auto-Enrolment solution for everyone

I am delighted to announce we will be launching an alternative pension offering that will be available to all employers, regardless of sector. We will be building upon our success in providing workplace pension solutions within the construction industry and offering our solution to markets of a similar characteristic – transient workforces within the low to moderate earners bracket.

The new product is being launched to address a combination of factors that will ultimately benefit new and existing members. First and foremost, feedback from many of you, our existing customers, told us that you want to use our existing scheme across other, more diversified and non-construction parts of your business. You also told us that the name of EasyBuild as a workplace pensions offering was not particularly suitable for all of these operations. This, coupled with research we commissioned within the mainstream financial services industry, highlighted a

very favourable response to our current product and services. We strongly believe there is a need for more consumer choice to help address the challenges of auto-enrolment, particularly within the low to moderate marketplace.

The construction industry will always remain at the heart of all our efforts as a business. Our decision to diversify will benefit those working in construction by helping us to keep charges

down for all our members. We have a 30 year proven track record in delivering a workplace pension solution that is driven by trust, simplicity, transparency and clear communication and we believe this is what you our customers are looking for.

With over 1.6 million people (predominantly part of a highly transient workforce) enjoying the benefits of a B&CE workplace pension scheme, we are already ideally placed to bring the right solution to the table. We will be revealing all at an official launch on 9 November 2011.



Patrick Heath-Lay, Director of Finance and Strategy Delivery

IN THIS EDITION:

- An Auto-Enrolment offering for all
- Making Auto-Enrolment work
- Finding out your staging date
- Working smarter with B&CE

FREE AUTO-ENROLMENT SEMINAR NEXT SERIES ANNOUNCED!

VIEW

Making Auto-Enrolment Work

We have been delivering workplace solutions to the Government's target market for auto-enrolment for 10 years with our current scheme. Based on this track record and our experience in this arena, we believe there are some fundamental issues that need to be addressed:

- Increasing awareness of the pension reform changes but also more assistance for employers to cope with the regulatory aspects of the reforms. Economic times are tough and the last thing businesses need to be worrying about is the prospect of becoming regulatory experts and pensions administrators. Our experience has taught us that the practicalities of operating a workplace scheme in a highly transient, operationally diverse arena, places unwanted strain on employers, let alone adding the complexities of regulating the automatic enrolment requirements.

- The increasing misconception that NEST is auto-enrolment. Employers are entitled to and should be aware, that they do have a choice and a voice when it comes to workplace pensions. By launching our new offering we will be increasing consumer choice that should drive better outcomes for the UK workplace population.
- Simplicity and transparency are crucial factors in the automatic enrolment solution. Our 30 years of experience has taught us that to truly engage workforces in workplace saving, simplicity and transparency in design, operational execution and communication are crucial. One particular area that needs to be addressed is a consistent and more transparent approach to charging. The financial services industry is consistently receiving criticism in relation to the transparency of its charges and it is critical that both employers and

employees can have a clear and easy to understand approach to charges, specifically in relation to the performance of the funds in which they are investing. We are already a recognised provider of the lowest cost* workplace pension solution. We have a transparent charging structure and believe we will continue to lead the way in this respect.

We recognise and support the need for pension reforms and to create an agenda where it pays for the whole population to save for retirement. There are clearly big challenges ahead for the industry in restoring faith in pensions but UK employers and employees need to be aware that there are options available to them. Our customers are continuing to cry out for transparency, trust and simplicity from their pension and by opening our offering to everyone we can play a big part in addressing these issues.

* Money Management survey, Josephine Cumbo, 27 September 2011

Auto-Enrolment Myth Buster

I need to operate NEST as my pension scheme for auto-enrolment.

No – all employers, regardless of size, will be obligated to auto-enrol employees into a workplace pension scheme of their choosing. That means you can continue to offer EasyBuild as your workplace pension and maybe expand it to other groups within your workforce.

NEST and auto-enrolment are the same thing.

No – the Government has provided a pension savings vehicle called National Employment Savings Trust (NEST) which can be used but it is targeted to lower paid workers and does not allow transfers in or out at present, meaning employees employed in a transient workforce will not be able to transfer their pension pot from employer to employer as they move employment.

The minimum level of contributions will replace the amounts in the Construction Industry Joint Council (CIJC) Working Rule Agreement.

No – it is the current intention of the CIJC that the levels of contributions will be in line with or above the statutory minimum.

An employer cannot set up more than one qualifying scheme within their business for auto-enrolment.

No, they can – by nominating different schemes for different categories of employee e.g. one for monthly paid staff and one for weekly paid staff. These schemes can be with the same provider or different providers.

YOUR OBLIGATIONS IN A NUTSHELL

As an employer you will need to:

- Automatically enrol certain workers into a pension scheme
- Make contributions on your workers' behalf
- Register with The Pensions Regulator
- Provide workers with certain information about the changes and how they will affect them.

Finding your staging date

The staging date is the date that your automatic enrolment duties start and is based on the number of people in your largest PAYE scheme as at 1 April 2012. We're on hand to help and can determine your staging date for you. All you need to do is tell us:

- How many people are in your PAYE scheme
- Your employer PAYE reference you can find this on your last P35 (Employer Annual Return) or P30BC payslip booklet.

Email us at easybuild@bandce.co.uk and we'll let you know your staging date and how we will work with you to implement auto-enrolment as seamlessly as possible. Remember staging dates are only binding as of 1 April 2012 so you will need to check and confirm your staging date again in April 2012.

Changes proposed that could mean smaller employers will get an extension on their staging date

Updated guidance from DWP has **proposed** changes that could allow smaller employers more time to prepare for auto-enrolment than previously planned. The revised dates will apply to employers with fewer than ten members of staff but who are part of a larger PAYE scheme that has more than 239 members. This means a business fitting this description that is part of a PAYE with 250 members would see its staging date moved to a date somewhere between 1 January 2015 and 1 January 2016. **The final version of the guidance will be issued when the updated regulations are published and become law, so it's important that you register with us so we can let you know as soon as this is available.**

Come Along to one of our Auto-Enrolment Seminars



You may have already attended one of our previous seminars. We are now ready to launch the next series where we'll update you with the latest on your pension obligations and show you how we can help you to meet them.

This free to attend event is an opportunity for you to ask questions in an informal environment and obtain some useful advice on how to tackle the upcoming challenges.

Dates for 2012:

11 January	Gatwick
18 January	Edinburgh
1 February	Midlands
15 February	Leeds
29 February	North London
14 March	Newcastle
28 March	South Wales
18 April	East Midlands
2 May	Glasgow
16 May	Warrington

Let us know which one of our seminars you want to attend. All you need to do is send an email to us at info@bandce.co.uk

WORKING SMARTER WITH B&CE

Following a phased roll out of functionality, we are delighted that over 40% of our Employer customers have activated their Online Services account with us. Online Services is a secure method of operating your account with us using the internet.

GETTING ONLINE

So how do you join these customers in getting online?

- If you've received your credentials but just haven't activated your account yet, you can still use them. If you need any help to get started, just give us a call on 01293 586666.
- If you've not yet received your credentials or would like to receive them again, email us at info@bandce.co.uk. We'll then send credentials to you with full instructions on what to do.

GOING PAPERLESS

If you've already activated your B&CE Online account but are still receiving paper schedules from us, why not go paperless?

- You won't have to wait for your documents to arrive in the post
- You'll be helping the environment by reducing the consumption of paper and energy
- You'll be notified by email as soon as your schedule is processed

To go paperless select the option on your 'Action Required' screen in Online Services.

CIJC announces pay increase

The Construction Industry Joint Council (CIJC) announced that a pay increase of 1.5% was agreed with effect from 5th September 2011.

The CIJC Working Rule Agreement covers the largest number of workers in the construction industry. As the industry standard it influences the terms of employment of approximately half a million workers.

You can read the full press release on our corporate website at www.bandce.co.uk

**Coming soon
- more
information
on the Holiday
Pay National
Insurance
Concession
which ends on
30 October
2012**

BE ON ALERT

We have been made aware of an increasing trend in construction companies being targeted by fraudulent activity. Such activity could mean you will receive a letter claiming to be from one of your suppliers, notifying you of a change of bank details and asking that you make all future payments using the updated details. While these

letters look genuine, often containing customer numbers and other company specific data, they are in fact bogus. If you should receive such a letter we recommend you carry out additional checks to ensure it is genuine and contact your supplier using your existing information. B&CE currently has no plans in place to change any of our existing bank details that you currently use.

Please send any comments or feedback via email to: info@bandce.co.uk

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To help improve our service,
we may record your call.