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It is the
Employer's
responsibility to
comply!

Failure to
comply has a
DAILY penalty of
**£50 to
£10,000!**

Employers who
willfully fail to
comply may face
prosecution!



Failure to
pay contributions
due has a **penalty**
of up to
£50,000!

WARNING:
If you do not
comply with
AUTO ENROLMENT
your company
could be at risk!



northernaccountants™

Find out inside
how we can
help...

Northern Accountants can support you with 5 choices...

Currently, the legislation states that Director only companies are exempt from the employer duties provided that none of the Directors have a contract of employment. Exemption will need to be claimed and the triennial Declaration of Compliance will still be an obligation.

An Exemption Application is not a regulated activity and can be delivered via Northern Accountants as your accountant.

Provided by a pension company (eg Standard Life, Scottish Widows etc) and delivered via an IFA.

If this option is chosen, we can provide you with an IFA or you can use your own, but whichever method you choose, it would be important to be clear from the outset if the IFA/pension company will be engaged and at what cost.

A point to be aware of is IFAs rarely have the knowledge or the resources to take on board the monthly or weekly payroll compliance necessary on an ongoing basis nor the triennial re-enrolment process, so clarity on where the compliance lies is essential.

Do it yourself

Northern Accountants has the knowledge and the service commitment to provide a smooth and cost effective transition into a workplace pension and make the process thereafter as pain free as possible.

Of course you can decide to tackle this difficult task yourself or you may like to provide a bespoke pension arrangement for your employees, in which case you may want to approach your IFA for a quote.

If you decide you want to deal with the process yourself or use an IFA, we will provide you with a list of considerations and actions you will need to take.

You can choose to use the default scheme NEST

A public service company licenced by the Government to provide automatic enrolment pensions, or one of the other two commercial but otherwise very similar trust arrangements (Now and Peoples Pension). They are tracker based funds that are passively managed (follow the market in a 'pre-programmed' manner).

The provision of the default NEST scheme or the commercial alternatives, Now and Peoples Pension is not a regulated activity and can be delivered via Northern Accountants as your accountant.

This is where a large number of employers invest in a single overall trust, with their own money being ring fenced. The trust is actively managed. You must reach your own conclusion as to whether the returns on actively managed pension schemes will be better than passively managed, low risk tracker based funds.

A master trust pension is not a regulated activity and can be delivered via Northern Accountants as your accountant.

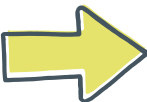
A master trust pension

Northern Accountants service offering

We have devised a 3 tier service offering from which you can choose. Each service delivers all the necessary actions to ensure your compliance and avoid any penalties, with the 4 and 5 star packages having a few more added value services for you and your employees.

	3 star	4 star	5 star
Your one off investment for full pension set up	£1,000	£1,497	£1,995
Your monthly investment from	£13	£18	£25
We will ascertain your staging date.	✓	✓	✓
We will speak to you about your payroll software requirements.	✓	✓	✓
We will nominate your preferred contact – either at your office or our Auto Enrolment client manager.	✓	✓	✓
We will provide automatic enrolment registration details.	✓	✓	✓
We will make an initial assessment of your workforce to see if you have any employees who will need to automatically enrol.	✓	✓	✓
We will formally assess the ages and earnings of each employee to enrol eligible job holders.	✓	✓	✓
For each and every pay period, we will assess your work force for workers who are eligible to automatically enrol.	✓	✓	✓
We will opt out any eligible worker who has been automatically enrolled but who provides instructions to opt-out.	✓	✓	✓
On every third anniversary of opting out, we will automatically re-enrol the eligible worker into the pension scheme.	✓	✓	✓
We will produce the necessary letter/email communication for your employees detailing their ability to opt-out.	✓	✓	✓
We will set up your pension choice.	✓	✓	✓
We will calculate and deduct pension contributions.	✓	✓	✓
We will submit pension information to provider.	✓	✓	✓
We will produce communication to send to employees.	✓	✓	✓
We will account to TPR for everyone who worked for you on your staging date.	✓	✓	✓
A Financial Advisor will meet with you to discuss your auto enrolment options.	-	✓	✓
A Financial Advisor will advise on which pension will provide you with the most suitable outcome, specific to your situation.	-	✓	✓
We will supply our branded automatic enrolment software which supports the necessary functions for automatic enrolment.	-	-	✓
We will discuss and support you with the benefits of the software hub.	-	-	✓

Special Exemptions -To manage the exemption from Auto Enrolment for Director only companies, we will charge an annual fee of £95+ VAT



To find out more about Auto Enrolment, the options available and how Northern Accountants can help you, please contact John Burgess on 0113 218 9552 or email john.burgess@northernaccountants.co.uk



Are you really
saving money by
running your
own payroll?

If you are unsure
which option works
for you please
contact John!

- Sage Payroll with the Auto Enrolment module will cost £638 + VAT per annum.
- With the added complications of Auto Enrolment and the heavy fines, are you sure you want the hassle of running your own payroll in the future?
- Talk to us to find out how we can save you time and money by running your payroll and Auto Enrolment.

Or, if you prefer talk to us about setting up an Auto Enrolment scheme for you to link in with your current house payroll.



John Burgess on 0113 218 9552
or email john.burgess@northernaccountants.co.uk



Northern Accountants Ltd
Olympus House
2 Howley Park
Leeds
LS27 0BZ

northernacc
T: 0113 218 9552
E: 8steps@northernaccountants.co.uk
www.northernaccountants.co.uk

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