

# PENSIONS ARE **NOT** A GAME.

Small businesses hit hardest  
by Pensions Regulator.



# PENSIONS ON THE UP.

News that's been hard to miss,  
**Pension contributions are going up on 6 April 2019.**

With last year proving a **BIG SOMETHING** to go by,  
it's more important than ever that **your company is ready for the change.**  
With the sharp rise in **Pension fines**, **can your business afford to get it wrong?**

	Employer minimum contribution	Employee minimum contribution	Total minimum contribution
April 6 2018 – April 5 2019	<b>2%</b>	<b>3%</b>	<b>5%</b>
April 6 2019 onwards	<b>3%</b>	<b>5%</b>	<b>8%</b>

## WHAT'S THE ISSUE?

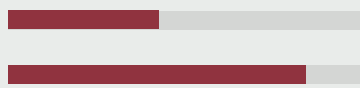
**For small businesses**, last year was **tough**. The crackdown on auto-enrolment errors has been **no secret**. **Up from 12.6m in 2016-17**, last year's Pension fines soared to **£42m**. **What's going on?**

# WHY IS AUTO-ENROLMENT TRIPPING SO MANY COMPANIES UP?

Until 2017, only larger firms (the ones with upwards of 50 employees) were required to auto-enrol their employees. But when the Pensions Act was rolled out further, the number of fines began to stack.



From 2016-17  
**14,650** separate  
fines issued which rose  
to **35,810** last  
year.



From 2016/17  
**12.6m**  
**to £42m**  
last year.



**144%** rise  
in number of businesses  
fined for auto-enrolment  
errors.

\*Figures provided by commercial law firm EMW.

## THE 2017 ROLL OUT

**You might remember the big deadline in April 2017.**

This brought **5.6 million small businesses** into the mix. The mix meant small businesses now joined the rest of **UK employers** who had to check each employee qualified for a Pension under the new regulation and if so, **enrol them into a legit scheme.**

This is all well and good, but as can be expected... **SMEs** don't always have the **necessary in-house HR capabilities** and as a result are at a **higher risk of making errors.**

**Hence the massive surge in fines.**

# HOW CAN WE HELP YOU?

You don't want to get **caught out by The Pensions Regulator**.

**For large businesses** it's not as tricky, they have advanced payroll software to calculate deductions, or an in-house Pensions specialist or Accountant **who does it for them**. If your **business has none of these**, **don't worry. You don't need to break the bank with us.**

SMART Employment is the affordable way to keep your company in the clear.

## SMART EMPLOYMENT WITH BENEFITS

### We handle

- Payroll
- ePayslip Distribution
- Tax Compliance
- Pensions
- Employment Law & Tribunal Support



### You get

**Access to benefits** usually only available to large organisations

**Higher employee engagement** leading to improved customer service, staff retention & increased sales

**SMART Employment comes with many benefits**, and the big one is that we shoulder the risk. With traditional outsourcing, sometimes employers worry because if **anything goes wrong the fine is sure to land at their door**.

The great thing with **SMART Employment** is that one: **the employer keeps full control of their company**, but also two: we inherit a portion of **employee responsibility** along with the **workload**, and are **legally accountable for any penalties or infractions should they occur**.

# A PENSION SUPPORT PACKAGE FOR YOUR COMPANY

With us, you'll get a full team headed up by a dedicated Pensions Consultant. From our head office in Leicester, we kit you out with:

## PERSONALISED PENSION SCHEMES

All our schemes are FCA-regulated and provided by TAM Asset Management.

## DIGITAL PENSIONS PORTAL

Our secure Growth Pro portal lets your staff track their pensions and access Wellbeing perks.

## SPECIALISED PAYROLL SOFTWARE

We carry out all the admin, workforce assessments and calculate the correct contributions/deductions.

## DEDICATED PENSIONS CONSULTANT

You're assigned an expert Consultant that is available for on-site visits or over-the-phone assistance.

As the Auto-enrolment regulation continues to be rolled out, no matter the change - we do the homework for you. **We keep you 100% compliant**, your team in the loop with what's going on and your company in the green with The Pension Regulator.

# GET IN TOUCH

We'll give you a FREE Business Consultation  
so that you can get to know us better.

To request one:  
Call us on 0116 340 3116  
Or email [info@growthpartnersplc.co.uk](mailto:info@growthpartnersplc.co.uk)

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