




SYS Group

Sophisticated Yet Simple

Your Expert Partner
for Navigating
Auto Enrolment

Tailored solutions for workplace pension enrolment

Auto enrolment is a new government-led pension savings scheme that will mandate eligible employees to be automatically enrolled in a workplace pension plan by their employers, unless they opt out. Though there is a degree of scepticism about its merits, we recognise that it serves as a powerful conduit for increasing pension participation and in securing financial certainty for many.

We acknowledge the diversity among businesses, each with its unique employee demographics, contractual obligations and internal dynamics. Making auto enrolment work is not a one-size-fits-all scenario. We advocate for a nuanced approach, tailored to each company's specific needs and objectives. Understanding the intricacies of this system can greatly benefit your company.

SYS Group: Your trusted advisor with a client centric approach

Our commitment lies in providing insights into the auto enrolment framework that can make a meaningful impact on helping companies and their employees make it work for them.

We believe in fostering open dialogue with our clients, empowering them to make informed decisions. Which approach should you take for auto-enrollment: fully embracing it, strictly limiting integration with your own pension scheme, or adopting a blended approach that combines elements from both systems? That's a question we navigate together, leveraging our expertise to arrive at an optimal solution.



What are the options?

In preparation for auto enrolment, employers will be faced with three options:

- 1. Auto enrolment** - Fully embracing the new government pension system
- 2. Pension scheme** - Strictly limiting integration with auto enrolment by using your own pension scheme
- 3. Blended approach** - Adopting a system with a combination of options 1 and 2



What are the key considerations to review?

Here we present an overview of the key employer and employee considerations, accompanied by an assessment of each option's capability to address them.

Employer		Auto enrolment	Pension scheme	Blended approach
Financial	Reducing employer pension expenses for employees by establishing contributions tied to basic salary rather than gross salary	●	●	●
	Mitigating the impact on costs of having to follow the phased contribution increases for all employees over the first 10 years	●	●	●
	Protecting the business against the financial loss of employer contributions to employees who leave the company within the first two years	●	●	●
Administrative	Reducing time and resources needed to operate systems	●	●	●
	Alleviating unsatisfied and aggrieved employees	●	●	●
	Minimising complexity of managing and running structures	●	●	●

Employee		Auto enrolment	Pension scheme	Blended approach
Personal needs and objectives	Enhancing effective tax relief for individuals paying low rate of income tax only	●	●	●
	Providing tax relief at the marginal rate for individuals	●	●	●
	Availability of advice for employees	●	●	●
	Offering a wider range of investment choice	●	●	●
	Ability to do additional contributions	●	●	●
	Accessibility to drawdown or transfer out before state pension age	●	●	●

● Can facilitate
 ● Can't facilitate
 ● Partially facilitates

How we add value for clients

We stand as your trusted expert partner, ready to guide you through the complexities of auto enrolment with our dedicated team of professionals. Our team is fully equipped with the knowledge and experience necessary to navigate the intricate landscape of regulatory requirements.

We understand that every business is unique, which is why we are committed to tailoring solutions specifically to meet your individual needs and preferences. Whether you're a small startup or a large corporation, we have the resources and expertise to customise our approach accordingly.

Our ultimate objective is to facilitate a smooth and effortless transition for your organisation, ensuring minimal disruption to your daily operations. By partnering with us, you can rest assured that your auto enrolment process will be handled efficiently and effectively, allowing you to focus on what matters most – the success of your business.



Interested to know more? Let's talk

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