

## Topics

1. We are investing in your payroll
2. Auto-Enrolment Safeguards
3. RTI Trials
4. New NMW Rates from October 2012

### WE ARE INVESTING IN YOUR PAYROLL

Many of you will be aware that we have a new email address [payinfo@dcs payroll.co.uk](mailto:payinfo@dcs payroll.co.uk) this is the contact for all our office staff for any issues relating to your payroll. You can of course still contact Rico direct on the old email address if you need to bring to his attention any issues relating to your account with us.

This is part of our recent investment in safeguarding your payrolls for the future. We have invested in a new main server and some updated computers allowing us to provide you with a more efficient service. We would like to thank you for your patience while this was being installed.

### AUTO-ENROLMENT SAFEGUARDS

It will be a while before any of our clients have to deal with the new auto-enrolment for Pensions due to the phasing in process. However, **laws came into effect on the 1<sup>st</sup> July 2012** stating that employers must put in place the following safeguards to protect the rights of individuals to have access to pension saving under auto-enrolment .

Employers must ensure the following:

- 1) They do not take any action or make any omission by which an eligible jobholder ceases to be an active member of a qualifying scheme.
- 2) They do not take any action or make any omission by which a scheme ceases to be a qualifying scheme.
- 3) They do not take any action for the sole or main purpose of inducing a jobholder to opt out of a qualifying scheme, or a worker to give up

membership of a pension scheme – this is known as ‘inducement’.

4) During recruitment, they or their representatives do not ask any questions or make any statements that either states or implies that an applicant’s success will depend on whether they intend to opt out of the pension scheme, this is known as ‘prohibited recruitment conduct’.

5) They do not breach employment rights for individuals not to be unfairly dismissed or suffer detriment on grounds related to the new employer duties.

The safeguards are to protect the rights of individuals to have access to pension saving under auto-enrolment. Employers must ensure the following:

### REAL TIME INFORMATION TRIALS

The trials with a couple of our clients are continuing and of course as we expected there are a few wrinkles which needed to be ironed out.

We are now in a position to add new companies to the trials and if you would be interested please contact Rico to discuss in more detail.

### NEW NMW RATES FROM OCTOBER 2012

The new NMW rates have been announced as follows:

#### **21 and over £6.19**

18 to 20 £4.98 (no change)

16 to 17 £3.68 (no change)

**Apprentices under 19 years £2.65**

**Apprentices over 19 but in 1<sup>st</sup> year £2.65**

**Enquiries:** If there are any areas you would like to discuss further or have any queries, you can contact Rico Liverani, Managing Director or Sherree Patterson, Office Manager on 0191 5147009 we look forward to hearing from you, DCS Payroll.