



## Six-figure fine for auto enrolment failures

**A company has been issued with a £350,000 fine for failing to fully comply with its workplace pension duties.**

Despite warnings from the Pensions Regulator (TPR), the employer, which has 5,000 staff, allowed an Escalating Penalty to grow before correctly re-enrolling staff into the company pension scheme and paying the right contributions.

TPR Director of Automatic Enrolment Darren Ryder said:

*“This size of fine is rare as the vast majority of employers now consider automatic enrolment to be an everyday part of running their business and helping workers save. However, this case is a stark warning that failing to address problems early can lead to hefty fines which could be avoided.*”

*“We do not want to fine businesses, we want them to meet their legal duties and we are here to help them do this.*”

*“This case also demonstrates it’s vital to carry out both ongoing duties and re-enrolment correctly. We will take action to ensure that not only are staff put into a pension, but they continue to receive the correct contributions on an ongoing basis, that those who opt out are re-enrolled correctly, and given their right to start saving.”*

The London-based company has now re-enrolled more than 40 staff and paid more than £100,000 in backdated pension contributions. These backdated payments, which are in addition to the fine, cover both the re-enrolment failure and incorrect contributions affecting more than 2,000 staff.

The Company has also been tasked with ensuring ongoing contributions are correctly calculated and paid.

*If you have any queries please contact your usual 44 Consultant or email [admin@44benefits.co.uk](mailto:admin@44benefits.co.uk)*

**October 2019**

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