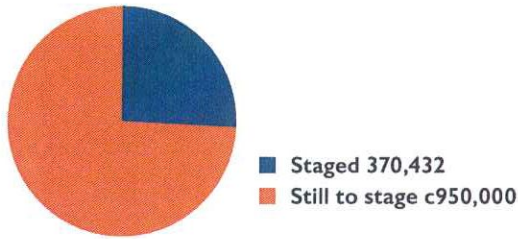


At a glance survey results

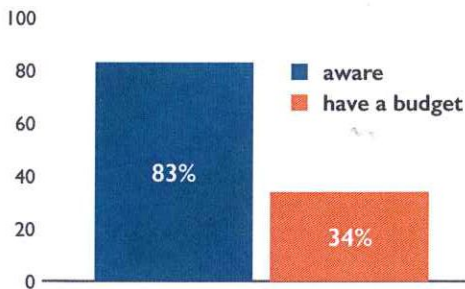
Automatic enrolment in small firms with fewer than 250 employees

Staging



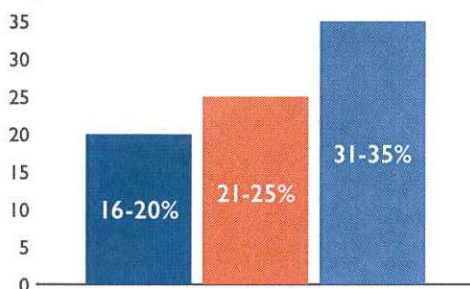
Close to 1 million* small employers have to pass their auto-enrolment staging date (as at 31 December 2016). Majority left to stage are micro employers with fewer than 5 workers.

Awareness



Most of the smallest firms** are aware of staging date, but only a minority have a budget plan.

Opt-outs



- all small employers to date
- smallest firms (actual)**
- smallest firms (forecast)

Employee opt-outs increasing.

Opt-out reasons

1st

Cannot afford

2nd

Prefer to spend income

57%

of smallest employers** say auto-enrolment (AE) is 'very complex'.

2-4%

of earnings is the typical AE total pension contributions at small firms.

36-40%

of employees at smallest employers are typically ineligible for AE.

15%

of small firms support increasing minimum contribution rates after 2019.

32%

support lowering the earnings trigger to extend eligibility to join AE.

26%

of the smallest firms say AE will impact on employment.

*Business Population Estimates, 2016.

**Employing fewer than 10 workers.