

**The clock is ticking: Act Now**

Act now because the clock is ticking - is the warning to employers in the construction sector from The Pensions Regulator.

The regulator has stressed that ***preparations to automatically enrol staff into a work based pension scheme should not be left to the last minute*** and that a step by step approach will work best.

Under changes to pension laws, more than 3,500 of the country’s largest employers have already automatically enrolled nearly two and a half million workers. By now more than 25,000 medium sized employers should have their plans underway to meet their new duties. All companies with around 150 to 249 workers are due to stage before August this year.

Executive Director of automatic enrolment at The Pensions Regulator, Charles Counsell warned:

*“The clock is ticking and employers should act now. Leaving preparations too late can lead to non compliance and this can come at a cost.*

*‘Automatically enrolling workers will go much more smoothly for employers who plan ahead and take a step by step approach. Starting preparations in good time means any challenges can be dealt with in a timely and unhurried way.”*

The first step for an employer is to find out their staging date. The staging date is set in law and is when an employer’s automatic enrolment duties are switched on. Once they know their staging date, employers should use the regulator’s handy timeline planner showing what needs to be done and when. Both the staging date tool and the timeline planner are available on the regulator’s website: [www.thepensionregulator.gov.uk](http://www.thepensionregulator.gov.uk)

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