



On the Horizon

Key developments likely to affect pension schemes

There are a number of legislative and regulatory changes in the pipeline.

Expected date	Topic	Summary
2022		
Early 2022	Trustee oversight of investment consultants and fiduciary managers	DWP consultation response and new regulations delayed until the first half of 2022.
2022	DC investment	The Regulator plans to produce further guidance for trustees on investing in illiquid assets.
6 April 2022	DC charge cap	Introduction of £100 de minimis threshold below which the flat fee element of a combination charge cannot be charged to members.
6 April 2022	Pensions Regulator	Extension of notifiable events framework expected to come into force (DWP consulted until 27 October 2021).
Spring 2022	Scheme funding	DWP consultation on regulations to implement scheme funding measures in Pension Schemes Act 2021.
1 June 2022	Pensions guidance	DWP regulations and FCA rules on giving members a stronger nudge towards Pension Wise come into force.
1 August 2022	Collective defined contribution (CDC) schemes	The legislative framework for CDC schemes will come into force.
Summer 2022	Single code of practice	Regulator's new single code expected to be laid before Parliament.
Late summer 2022	Scheme funding	Further consultation, on Regulator's scheme funding code of practice.

2022 to 2023

1 October 2022	Climate change	Climate change risk governance and disclosure requirements extended to schemes with between £1bn and £5bn in assets. For these and larger schemes, the requirements are expected to expand to include reporting on alignment with Paris Agreement goal, (DWP consulted until 6 January 2022).
1 October 2022	DC benefit statements	Simpler benefit statements to be provided for members of DC schemes used for auto-enrolment.
October 2022	Single code of practice	Regulator's single code expected to come into force.
2022/2023	DB superfunds	A response to the DWP's 2019 consultation is awaited. In the meantime, the Regulator has issued its own guidance and it anticipates the legislative framework being introduced from 2022/23.

2023 to 2024

2023	Scheme funding	Earliest date expected for DB funding code to come into effect.
April 2023	Pensions dashboards	First wave of schemes expected to start connecting to the dashboards ecosystem (DWP consulting until 13 March on regulations). It is also anticipated that dashboards will be made available to the public in 2023.
May 2023	State pension age (SPA)	Deadline for government to report on the latest review of SPA.
October 2023	Statutory Money Purchase Illustrations	Changes to assumptions used for SMPI expected to take effect - these will also be used to illustrate DC pensions and projected funds on dashboards from then (FRC consulting until 6 May 2022).
April 2024	Tax relief in net pay schemes	To address anomalies in tax relief, low earners in net pay schemes will receive top-up payments in respect of contributions made in 2024/25 onwards.
Late 2024	Climate change	Subject to consultation in 2023, climate change risk governance and disclosure requirements may extend to smaller schemes (assets under £1 billion).

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