



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		
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.
Spring 2022	Pensions Regulator	Extension of notifiable events framework was expected to come into force on 6 April (DWP consulted until 27 October 2021) but the regulations are still awaited.
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.
Autumn 2022	Pensions dashboards	The DWP aims for a final version of the regulations to be laid before Parliament.
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 - the exact date will depend on scheme size and type.
May 2023	State pension age (SPA)	Deadline for government to report on the latest review of SPA.
October 2023	Statutory Money Purchase Illustrations (SMPs)	Changes to assumptions used for SMPs 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-ups in respect of contributions made in 2024/25 onwards (initial payments will not be made until 2026/27).
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).

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

Copyright © 2022 Aon Solutions UK Limited. All rights reserved. aon.com. Aon Solutions UK Limited is authorised and regulated by the Financial Conduct Authority. Registered in England & Wales No. 4396810. Registered office: The Aon Centre | The Leadenhall Building | 122 Leadenhall Street | London | EC3V 4AN. This document and any enclosures or attachments are prepared on the understanding that they are solely for the benefit of the addressee(s). Unless we provide express prior written consent no part of this document should be reproduced, distributed or communicated to anyone else and, in providing this document, we do not accept or assume any responsibility for any other purpose or to anyone other than the addressee(s) of this document. In this context, "we" includes any Aon Scheme Actuary appointed by you. To protect the confidential and proprietary information included in this document, it may not be disclosed or provided to any third parties without the prior written consent of Aon Solutions UK Limited.

