

On the Horizon

Key Developments Likely to Affect
Pension Schemes



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

Expected Date	Topic	Summary
2024		
Early 2024	Auto-enrolment	The Department for Work and Pensions (DWP) is due to consult on proposals to extend auto-enrolment eligibility and limits.
Early 2024	Collective Defined Contribution (CDC) schemes	The DWP is due to consult on draft regulations for whole-life multi-employer CDC schemes.
28 March 2024	General code of practice	The Pensions Regulator's (TPR) general code is now in force.
6 April 2024	Lifetime Allowance (LTA)	LTA will be abolished (LTA charge has already been removed).
6 April 2024	State pensions	The triple lock will apply: the basic State Pension and new State Pension will increase by 8.5%, in line with average earnings growth.
6 April 2024	National Insurance Contributions (NICs)	The Spring Budget announced several cuts to NICs.
6 April 2024	Refund of surplus to employer	Authorised surplus payments charge will reduce from 35% to 25%.
6 April 2024	Tax relief in net pay schemes	To address anomalies in tax relief, low earners in net pay schemes become entitled to top-up payments from HMRC (payable from 2026/27).
Spring 2024	Value for money (VFM)	The Financial Conduct Authority will consult on detailed rules for a new VFM framework for contract-based workplace DC pensions.



Spring/Summer 2024	Small pots - multiple default consolidator model	Industry group is expected to provide an interim update to government, with proposals for consideration in late 2024.
22 September 2024	Scheme funding	The new scheme funding regime will apply to valuations with effective dates on or after 22 September 2024.
2024	Pensions Regulator	Extension of notifiable events framework.
Late 2024	DC decumulation	TPR intends to publish interim guidance on decumulation.
Late 2024	Climate change	Subject to consultation, climate risk governance and disclosure requirements may be extended to smaller schemes (assets under £1 bn).
30 April 2025	Pensions dashboards	Largest schemes start connecting to pensions dashboards ecosystem.

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