

Version No:  
V1.2023

**Service Delivery Team**

---

# Re - Enrolment Client Process Guide

For scheme sponsors, trustees, their advisers and consultants only

**Workplace Investing**



# Contents

1. Introduction

2. Preparation For Re-enrolment

**2.1 Choose a date to re-enrol your employees**

**2.2 Work out which of your employees to re-enrol**

3. How Do I Re-enrol My Employees On Planviewer?

**3.1 Updating member records on PlanViewer**

**3.2. Other PlanViewer Updates**

**3.3 Flex Down/Opt Down Category**

4. Communicating To Employees

5. Completion Of The Re-enrolment Process

6. Re-declare Your Compliance To The Pensions Regulator

7. Further Information

8. Fidelity Contact Details

# Re - Enrolment Client Process Guide

## 1. Introduction

By law, an employer needs to identify employees who have previously automatically enrolled into a pension scheme but opted out, stopped contributing or reduced their contributions to below the minimum level, and re-enrol them in their pension scheme. They need to do this every three years after their duties start date or their last re-enrolment date – this is called cyclical automatic re-enrolment.

Cyclical re-enrolment follows the same process as automatic enrolment, but there are some key differences:

- Re-enrolment only applies to employees who have already had an auto-enrolment date with you.
- Postponement can't be used with cyclical re-enrolment; if an employee meets the eligible jobholder criteria on the re-enrolment date, re-enrolment must take place with effect from that date.

Employees who are automatically re-enrolled can choose to opt out again within the one month opt-out window.

## 2. Preparation for re-enrolment

### 2.1 Choose a date to re-enrol your employees

Fidelity will write to you six months before the cyclical re-enrolment date we hold on record to request a confirmation of your chosen re-enrolment date. This will allow us to update our records in preparation for the re-enrolment date.

You can choose any date in a six-month window that starts three months before the third anniversary of your staging/duties start/previous re-enrolment date and ends three months after that anniversary. For example, if your duties start date was 1 May 2020, you can choose to re-enrol on any day from 1 February 2023 to 31 July 2023 inclusive.

You may want to choose a date that aligns with your payroll as you can only choose one re-enrolment date. This date will become the start date for all your re-enrolled employees.

#### Important note

You may be unable to re-enrol any of your employee until you have told us the re-enrolment date. It is important that you do this as soon as possible. **You need to choose a re-enrolment date and tell us the chosen date even if you have no employees to re-enrol. We will update our records upon your confirmation to make sure the re-enrolment of the employees is processed as expected.**

### 2.2 Work out which of your employees to re-enrol

On your chosen re-enrolment date, you need to assess your workforce (with some exceptions) to see if any meet the criteria to be auto enrolled.

#### ■ You need to re-enrol employees who have:

- opted out of a pension scheme and aren't currently enrolled,
- stopped contributing ,
- stayed in the pension scheme but have reduced contributions so they do not meet the minimum total contribution level.

#### ■ You do not need to re-enrol (but you can if you want to) employees who:

- have never met the criteria before to be auto enrolled,
- are aged 21 or under or at State Pension age or over,

# Re - Enrolment Client Process Guide

- are currently paying into a qualifying pension scheme at or above the minimum contribution level,
- have left the pension scheme within the 12 months before the automatic re-enrolment date,
- have been granted tax-protected status on their pension savings,
- have received a pension winding-up lump sum payment in the preceding 12 months,
- are directors and have a contract of employment with the company,
- are genuine partners of a limited liability partnership – those partners aren't employees for tax purposes,
- have given or received notice to end their employment or been dismissed,
- have their auto-enrolment assessment postponed on the date you re-enrol.

## 3. How do I re-enrol my employees on PlanViewer?

### 3.1. Updating member records on PlanViewer

After you have assessed your members, you will have to log in to PlanViewer and update the member records to notify us which members are to be re-enrolled. To do so, please follow the steps below:

- You will have the option of updating the member record via a Submit Individual Entry Option or via your usual maintenance file.
  - Submit Individual Entry Member record update
    - Log in to PlanViewer and under the Administration tab, go to Submit Individual Entry< Maintain Data.
    - Find the member you wish to update and click on Maintain.
    - Under Plan Information, click on Edit and update the Enrolment Status Effective Date as the re-enrolment date, Enrolment Status as Eligible Jobholder and the Enrolment Sub status as Re-enroller.
    - Submit the change.
    - Confirm the submission under Submission Management to complete the process.
  - Submit File - multiple records update
    - Log in to PlanViewer and under the Administration tab, go to Submit File< Submit File - Maintenance.
    - Upload the maintenance file template agreed with the following mandatory fields:
      - Record Type - this is always "D"
      - NI Number
      - Surname
      - Initials
      - Date of Birth
      - Enrolment Status Effective Date - this should be the re-enrolment date
      - Enrolment status - AUEN - this is the code for Eligible jobholder
      - Enrolment Sub Status - RENR - this is the code for Re-enrolled members.
    - Confirm the submission of the file under Submission Management - any errors that may have occurred must be fixed to complete the submission, alternatively the members will not be re-enrolled.

Once the above is processed on PlanViewer, the member's status is updated from 'opt-out' to 'active effective' from the re-enrolment date we hold and a re-enrolment letter is issued to the member automatically.

## 3.2 Other PlanViewer Updates

- Please make sure the member's home and email address is up to date to avoid a data breach and the communication being sent to the incorrect address.
- Any members that have left employment must also be updated via the Exit process on PlanViewer.

### Important Note

- Notify the Service Delivery Support and Control Team as soon as the member records are updated so that we can check that the re-enrolment is successful.
- The Historic Events Report from PlanViewer will have details of all members that have been re-enrolled and a pension deduction for these is to be processed through payroll.
- It is a legislative requirement for member communications to be sent within six weeks of the re-enrolment date.

## 3.3. Flex Down/Opt Down Category

If your scheme operates a Flex Down category an extra step will be required. If your scheme does not operate Flex Down, you can skip this section.

A Flex Down category is set up if the employer has decided to offer the members the option to contribute less than the minimum contribution rates set up by the legislation.

Any members who previously chose to reduce their contributions below the minimum contribution rates and were therefore moved into a non-qualifying Opt Down/Flex Down category on our system, will have to be switched to an Auto Enrolment Qualifying Category as their contributions would have to be increased to the statutory minimum as at the re-enrolment date.

You will not be able to process this task on PlanViewer, so we will be doing the Category.

One month before the re-enrolment date, we will send a list with members that we hold under a Flex Down Category. We will require a confirmation of the category name and code the members are to be switched to.

### Important Information

- Any members that have chosen to opt out of an Auto Enrolment Qualifying Category and have been switched to a Flex Down Category within 12 months of the re-enrolment date, do not have to be re-enrolled unless the employer chooses to do so. If you require further help and information in relation to Flex Down Categories, please contact your Service Delivery Lead.

# Re - Enrolment Client Process Guide

## 4. Communicating to employees

Upon updating the member record, a member communication will be triggered automatically to inform them that they are being re-enrolled and that they have the right to opt. However, you may wish to write to your employees separately and notify them that they will be re-enrolled into the pension scheme should they meet the eligibility criteria for re-enrolment ahead of the re-enrolment date.

## 5. Completion of the re-enrolment process

Fidelity will check and notify you that the re-enrolment process is complete about 2-3 days after we have received a notification that the member records have been updated.

If we don't hear from you, we will send a reminder email to check the member assessment and PlanViewer updates have been completed.

The Historic Events Report from PlanViewer must be downloaded in the month of re-enrolment and pension deductions for members must be processed through payroll.

The Historic Event Report will have details of all members that have been re-enrolled. The Regulatory Opt out Report, downloadable from PlanViewer, will have details of members that have chosen to opt out following re-enrolment .

## 6. Re-declare your compliance to The Pensions Regulator

You are legally required to re-declare your compliance on The Pensions Regulator's website to show you have complied with your re-enrolment duties. You must complete your [re-declaration of compliance](#) within give calendar months of the third anniversary of your staging/duties start or previous re-enrolment date.

Whether you have employees to put back into your scheme or not, you must complete a re-declaration of compliance to tell The Pensions Regulator. Please note that re-enrolment and re-declaration are your legal duties and if you don't act you could be fined.

Once you've submitted your re-declaration to The Pensions Regulator, they will send you an acknowledgement letter. This completes your re-enrolment duties until your next re-enrolment window in around three years.

## 7. Further Information

For further guidance and information on re-enrolment, please see The Pensions Regulator's website:

[Re-enrolment for employers | The Pensions Regulator](#)

You can also visit the Fidelity Help & Support Page which provides further information on how to administer the pension plan and be able to download the PlanViewer Guide to assist you with the member record updates

<https://help.fidelity.co.uk/WI-employer/>

## 8. Fidelity Contact Details

Should you have any questions or require any assistance please contact your appointed Service Delivery Lead or reach out to the Service Delivery Manager team on **+44 (0)1737 838517** or by email: [service.delivery@fil.com](mailto:service.delivery@fil.com).

**For schemes sponsors, trustees, their advisers and consultants use only and should not be shared with scheme members.**

No statements or representations made in this document are legally binding on Fidelity or the recipient. Any proposal is subject to contract terms being agreed. Third party trademark, copyright and other intellectual property rights are, and remain, the property of the respective owners.

Issued by FIL Life Insurance Limited which is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority (FCA) and the Prudential Regulation Authority. Registered in England and Wales No. 3406905. FIL Life Insurance Limited is a provider of investment, insurance and administration services. FIL Life Insurance Limited is not authorised to provide investment advice.

Retirement advice and non-advised retirement services are provided through FIL Wealth Management Limited (Registered in England and Wales No. 06121251). The Fidelity SIPP and Invest@Work products are provided by Financial Administration Services Limited (Registered in England and Wales No. 01629709). FIL Wealth Management Limited and Financial Administration Services Limited are authorised and regulated by the FCA.

Each company named above has its registered office at Beech Gate, Millfield Lane, Lower Kingswood, Tadworth, Surrey KT20 6RP. These companies are part of Fidelity International, a group of companies which form the Fidelity global investment management organisation outside of North America. Fidelity, Fidelity International, the Fidelity International logo and the F symbol are trademarks of FIL Limited. WI0323/WF1237495/SSO/0324