

# Auto Enrolment

An overview of the scheme



Presentation to members of the  
MBA Association of Ireland  
September 2025



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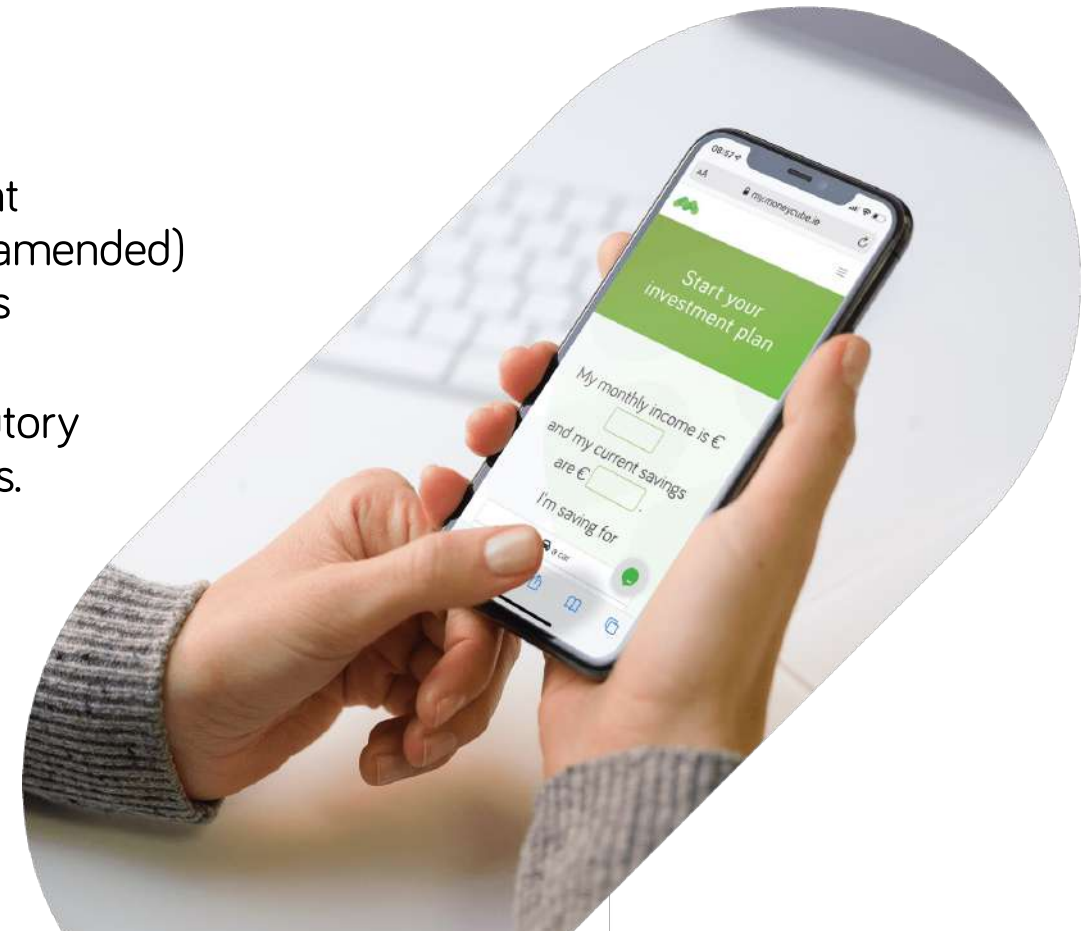
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# Your presenters today



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Background

- ▶ Corporate finance background, mainly EY
- ▶ 10 years in UK



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Pensions Awareness Week  
Sept 29<sup>th</sup> - Oct 3<sup>rd</sup>

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Week 2025 is here!

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# Auto Enrolment in Focus



# The 4 banana skins of Auto Enrolment

Ah sure

E-voting

Crying wolf

All together  
now



# Why is Auto-Enrolment being introduced?

Not enough people have occupational or supplementary pension coverage to help them to maintain a reasonable standard of living in retirement when they rely on the State pension alone.



Only **1 in 3** private sector workers have supplementary pension coverage.



**Individual** retirement savings.



**Leading to a reduction** in living standards in retirement.





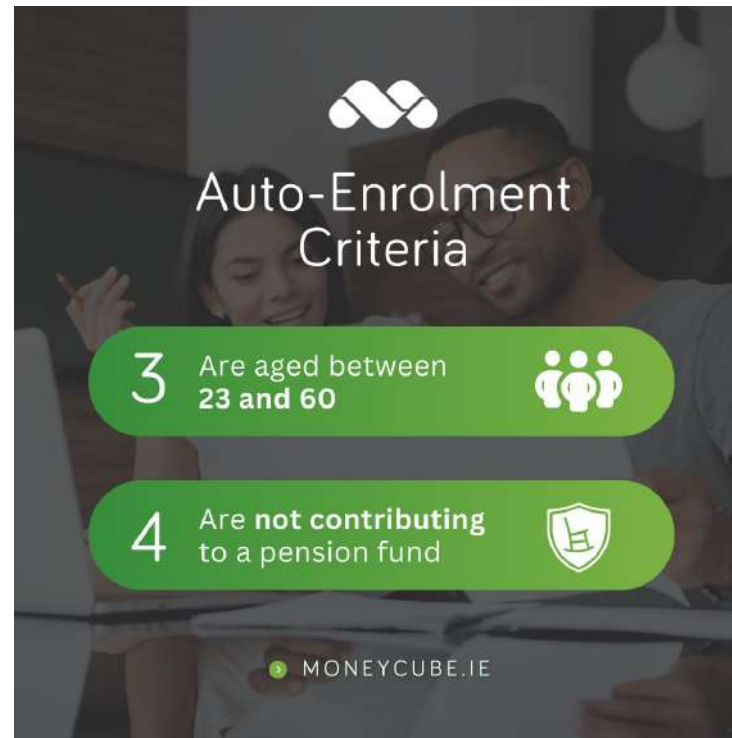
# Who is eligible for auto-enrolment?






  
Auto-Enrolment  
Criteria


- 1 People who are **currently** employed 
- 2 Who earn **€20,000** or more 

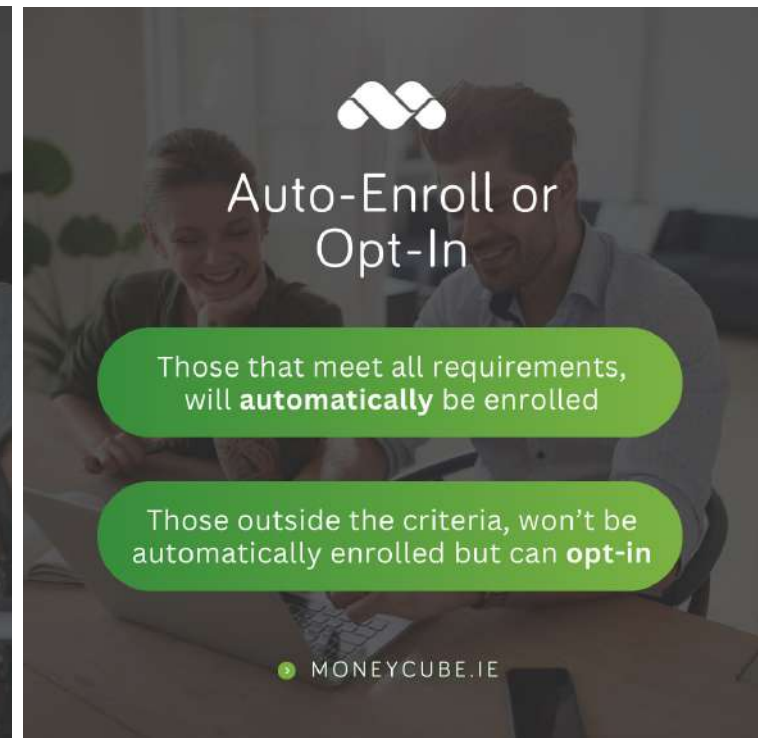
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Auto-Enrolment  
Criteria


- 3 Are aged between **23 and 60** 
- 4 Are **not contributing** to a pension fund 

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Auto-Enroll or  
Opt-In

- Those that meet all requirements, will **automatically** be enrolled
- Those outside the criteria, won't be automatically enrolled but can **opt-in**

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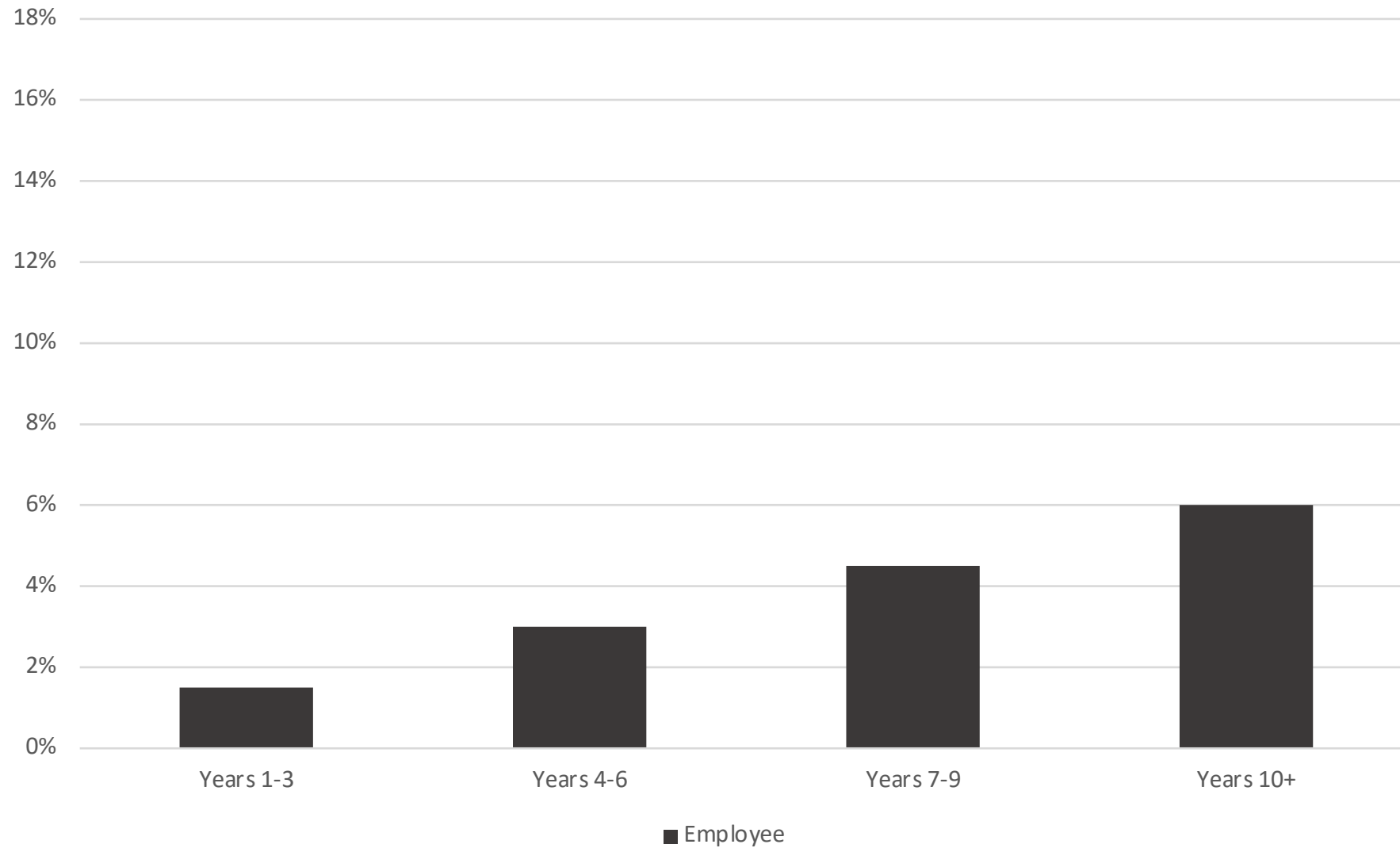
## CONTRIBUTIONS

Contribution rates will be phased in so that employers and employees are given time to adjust to the system.

Year 1 to 3	Year 4 to 6	Year 7 to 9	Year 10+
1.5%	3%	4.5%	6%

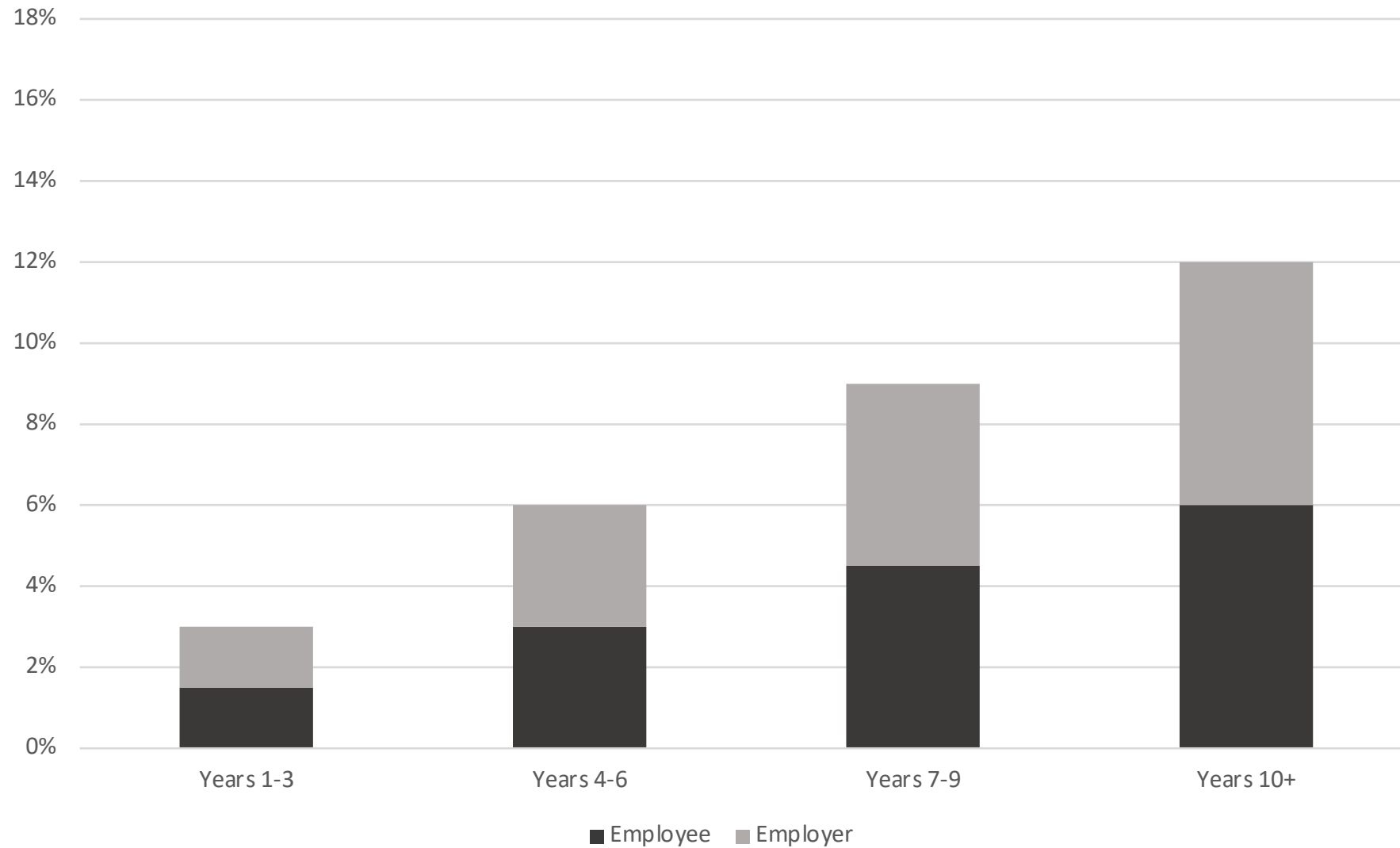
Failing to meet your auto-enrolment obligations may result in penalties and prosecution.

# Who will contribute?

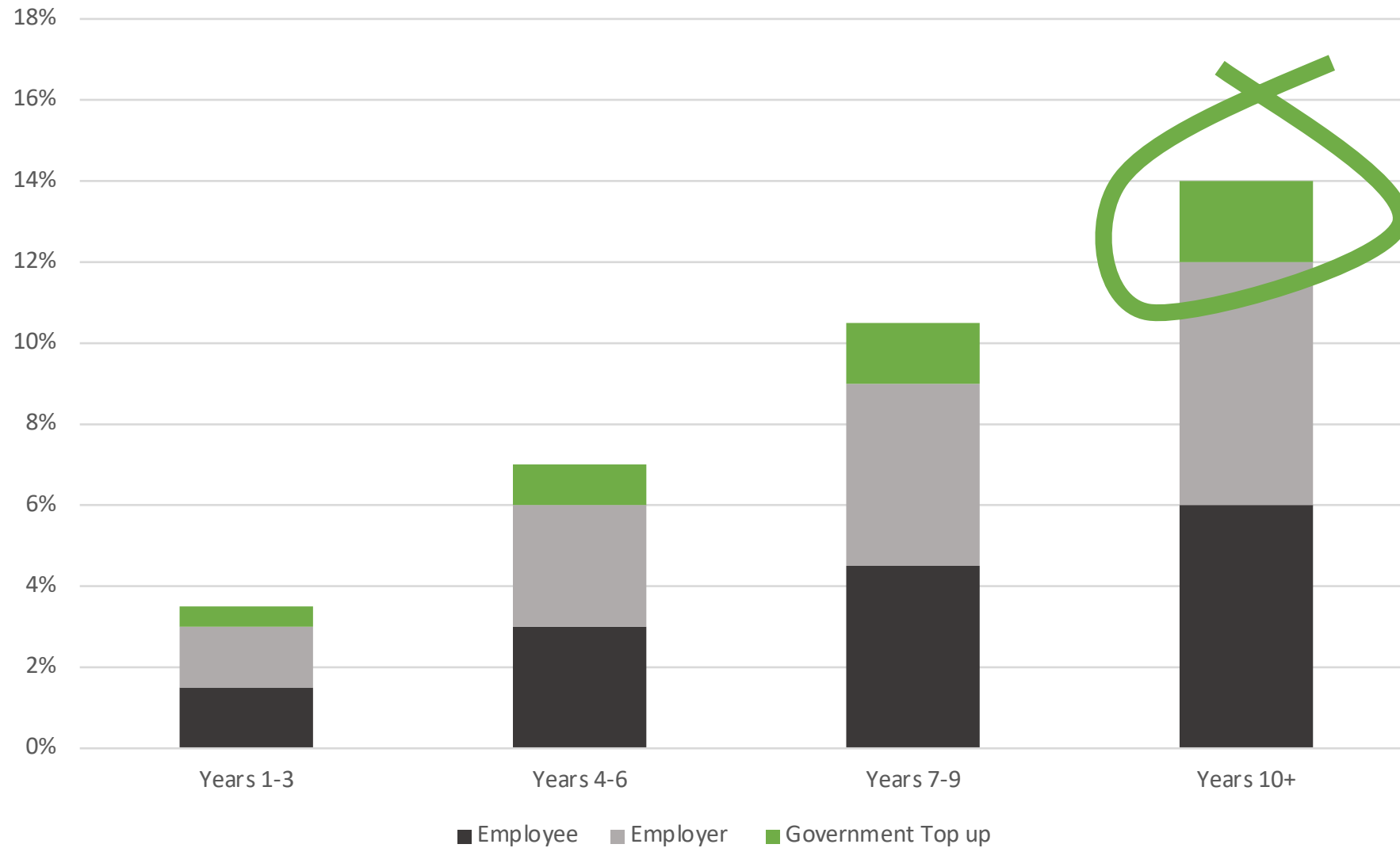




# Who will contribute?



# Who will contribute?



Government top up equates to a 25% tax relief



# Auto-Enrolment: Implications for Higher Tax Rate Earners





# What is positive about Auto Enrolment?



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Looking to  
start a  
**PENSION?**

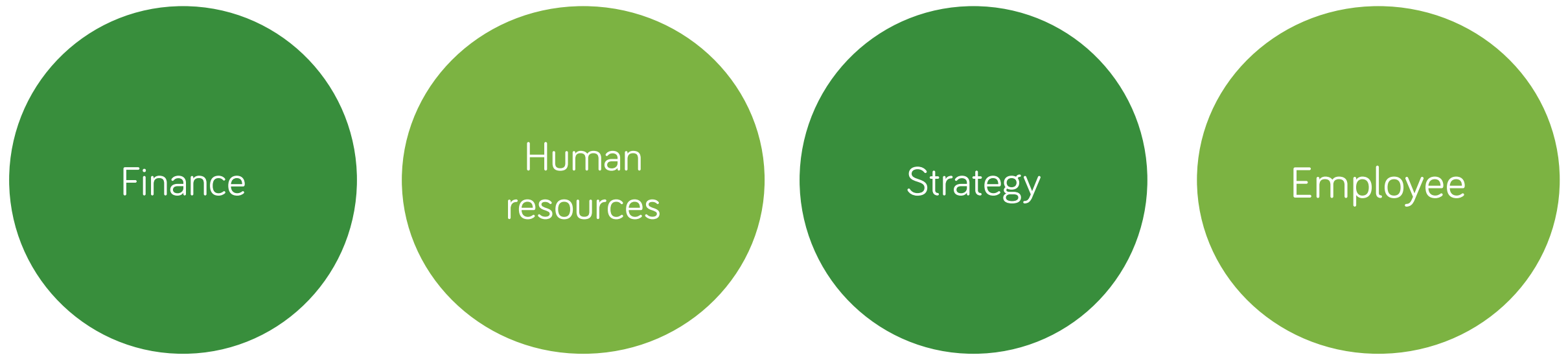
BOOK A 1:1 TO GET GOING







# Auto enrolment – In Perspective



# Auto enrolment - In Practice

	Auto-enrolment Scheme	Occupational Pension Scheme
Implementation Cost	No	Yes
Employer contributions tax deductible for corporation tax	Yes	Yes
Advisory support provided	No	Yes
Investment range	Limited to 4 funds	Extensive
Tax relief for members	Equates to 25% tax relief	At marginal rate of tax (20% or 40%)
Investment Cost	TBC	Relative to size of scheme
Ability to structure	No	Yes
Ancillary benefits for members	No	Yes
Retirement support	No	Yes
Annual benefit meetings with members	No	Yes
Meet minimum requirements for pension access	Yes	Yes
Tax free lump sum on retirement	TBC	Yes
Ability to switch funds	Limited	Yes
Ability to make additional voluntary contributions	No	Yes
Goodwill generated by employer	No	Yes
Ability to claw back employer contributions	No	Yes
Recruitment & retention employee benefit	No	Yes
Ability to apply to all staff	No	Yes
Online access & tools	Unknown	Yes
Fund management	Unknown	Transparency





# Auto enrolment - Employer options

Do nothing  
and await AE  
enforcement

Match AE  
contributions  
using existing  
scheme

Structure  
bespoke  
contribution  
levels



# Moneycube's AE Employer Guide & Calculator



## AUTO-ENROLMENT



An employer's guide >

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See if you pass the  
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Has your company a considered the optimal  
**Auto-enrolment Solution?**

Take NPT



# AE Calculator Report



[Edit Answers](#)

### Your Pension Comparison

We balance two perspectives: **Finance** (employer cost) and **HR** (after-tax impact on staff).

**Recommendation: Consider both options**

#### Cost Comparison – Finance Perspective

Scheme	Total Employer Cost (10 yrs)
Auto-Enrolment	€889,350
Occupational Pension	€889,350

AE is cheaper overall due to lower early-year rates.

#### Recruitment & Retention – HR Perspective

Scheme	Staff Satisfaction
Auto-Enrolment	51% lower-rate likely comfortable
Occupational Pension	49% higher-rate likely comfortable

With a mixed profile, offering an occupational scheme can help retain higher-rate staff while AE remains a solid baseline.

#### Key Assumptions

- Employees aged 23–60 earning >€20k automatically join AE.
- Employer contributions step from 1.5% to 6% over 10 years.
- Eligible pay capped at €80,000.
- Salaries assumed stable over the period.

#### Benefits & Drawbacks

**Either route can work**

- Lower employer cost in early years as rates step up
- Stronger for higher-rate taxpayers (after-tax benefit aids retention)

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