

# Pensions Dashboards – Keys to Compliance

## Where We Are

The deadlines by which pension schemes must connect with pensions dashboards are set out in schedule 2 of the draft [Pensions Dashboards Regulations 2022](#) (Regulations). Staging dates broadly depend on a combination of:

- The number of active and deferred members in the scheme
- The Department for Work and Pensions' (DWP) understanding of the "data-readiness" of the scheme type or sector

Compulsory connection with pensions dashboards will be required by the end of June 2023 for the first occupational pension schemes caught by the new legislation (master trusts), personal pension providers and the state pension scheme. The timeline overleaf outlines the DWP's staging plan.

## What to Do Now

There is no doubt that the dashboards programme is ambitious and preparation is key.

Here are some compliance buttons for pension scheme trustees to press in the coming months. It is time to use the "Control" key – the "Escape" key is not an option.

### Check your staging date

Consider allocating responsibility for dashboards preparation to a sub-group and ensure that terms of reference are in place.

Speak to third-party administrators or software providers about connection solutions and any potential impact on the scheme's staging date.

Continue to work towards resolving data gaps and improving the scheme's data score. Would a data cleansing exercise be beneficial?

Are member benefit calculations fully automated? If not, is it possible to achieve automation before the scheme's staging date?

Consider data matching criteria. Trustees are responsible for setting this criteria to match individuals with member records held by the scheme.

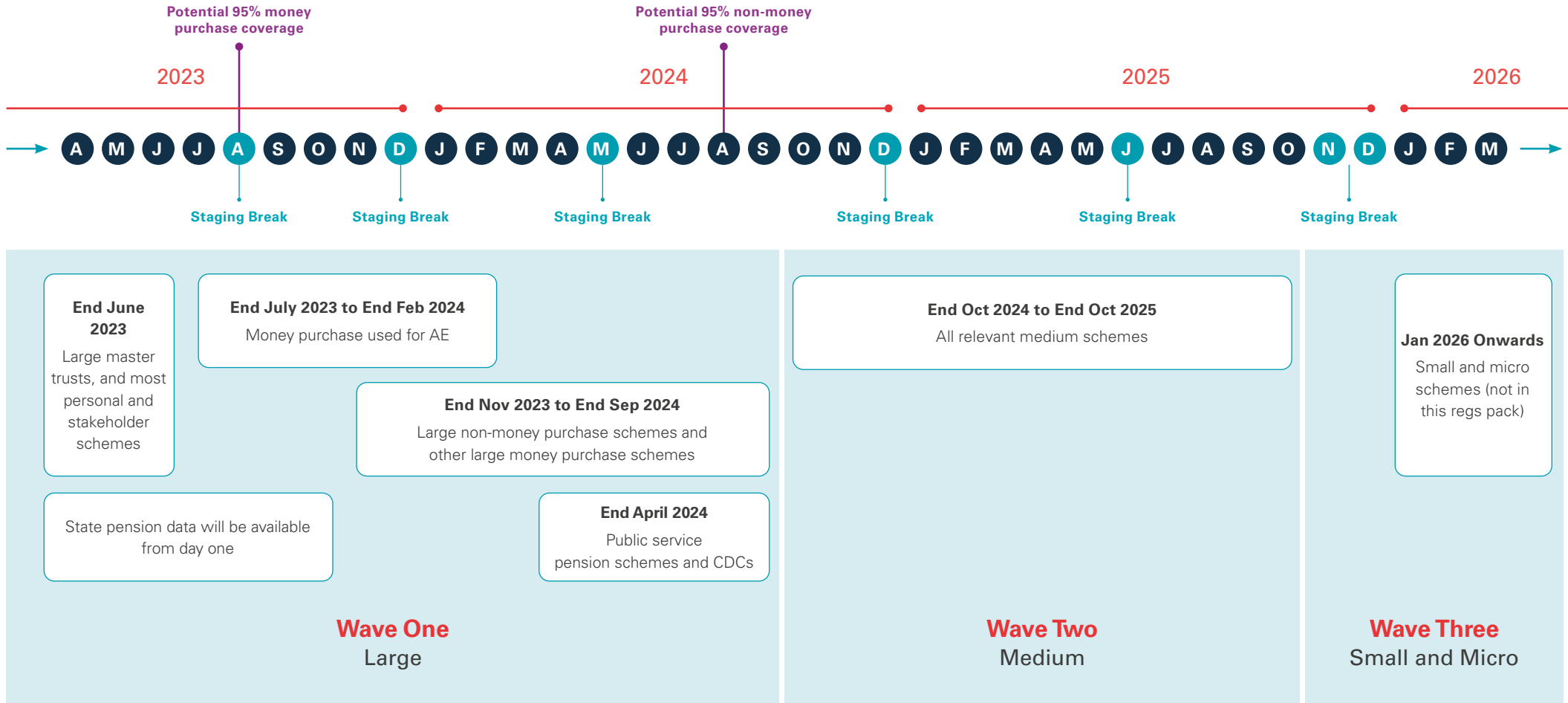
Ensure that the scheme's data protection framework is up to date. Dashboards will create new relationships and new data controller responsibilities.

Take legal advice on administration contracts – these will need to cover dashboards responsibilities. Also, take legal advice if a change of administrator is planned.

Consider trustee training. Dashboards are a major industry development and trustees need to take informed decisions. There is also a lot of [new terminology](#).

We can expect a lot of activity from government, regulatory bodies, the Pensions Dashboards Programme (PDP) and MaPS in the coming months. Keep an eye on developments.

# Staging Timeline



**End June 2023**  
Large master trusts, and most personal and stakeholder schemes

**End July 2023 to End Feb 2024**  
Money purchase used for AE

**End Nov 2023 to End Sep 2024**  
Large non-money purchase schemes and other large money purchase schemes

State pension data will be available from day one

**End April 2024**  
Public service pension schemes and CDCs

**End Oct 2024 to End Oct 2025**  
All relevant medium schemes

**Jan 2026 Onwards**  
Small and micro schemes (not in this regs pack)

**Wave One**  
Large

**Wave Two**  
Medium

**Wave Three**  
Small and Micro

The timeline is based on a slide used by the DWP in a series of webinars on pensions dashboards. Recordings of these [webinars](#) are on the PDP website.