



NORTH HORSHAM PARISH COUNCIL

PENSIONS POLICY

1. POLICY

- 1.1 Office staff at North Horsham Parish Council who are eligible jobholders are automatically enrolled in the Local Government Pension Scheme (LGPS) which is administered by Hampshire County Council (HCC) from the start of their employment.
- 1.2 Caretakers employed after 10th January 2019 who are eligible jobholders will automatically be enrolled in the People's Partnership Scheme from the start of their employment.
- 1.3 The Parish Council has agreed to match employee's contributions to the People's Pension up to a maximum of 7% of their pensionable pay.
- 1.3 All employees will be given details of the relevant pension schemes and guidance by the Pensions Regulator will be followed. Employees are entitled to opt out of the scheme should they wish to.
- 1.4 The employer has to re-enrol eligible employees into the LGPS scheme every three years and employees who have previously opted out will need to opt out again. Details are provided by HCC.
- 1.5 The employer has to re-enrol eligible employees into the People's Partnership scheme every three years and employees who have previously opted out will need to opt out again. Details are provided by People's Partnership.
- 1.6 Whilst payments are made into an employee's pension fund, it is their responsibility to review their pension arrangements from time to time and to make sure that they have suitable provision for their retirement.
- 1.6 Any changes to North Horsham Parish Council's Pension Policy will be notified to the LGPS Scheme Administrator (HCC) and The People's Partnership and all Scheme members within one month of those changes occurring.

2. REVIEW OF THE POLICY

- 2.1 Subject to any new legislation, changes in case law which require immediate amendment or the requirements of the Parish Council, the Policy will be reviewed every two years. The next review will be in October 2025.