

Hargrave Parish Council Pension Policy

Introduction

Under the Pensions Acts 2004 to 2015 any qualifying employee who does not opt out of an employer's pension scheme is automatically enrolled into a qualifying pension scheme. As a UK employer that employs one or more workers, the legislation applies to Hargrave Parish Council.

As a minimum, the Council has to assess all workers and automatically enrol those who are eligible into a workplace pension.

Hargrave Parish Council, as an employer of less than 30 staff, this Automatic Enrolment Duty due date was 1st January 2016 to 1st April 2017.

Parish Councillors and unpaid clerks are not covered by this legislation.

Pension Regulator

Hargrave Parish Council is registered with the Pension Regulator.

Categories of job holder

- a) Eligible jobholders: aged 22 years or more and under the state pension age earning more than the income tax personal allowance
- b) Non-eligible job holders: aged 22 years or more and under the state pension age earning more than the lower income limit for National Insurance purposes but less than income tax personal allowance
Those aged between 16 and 21 or state pension age and 74 who earn more than the income tax personal allowance.
- c) Entitled workers: those aged between 16 and 74 earning less than the lower limit for National Insurance purposes. As at 28th February 2023 the threshold is earnings less than £6,240 a year

Parish Council employees

The Parish Council employs one part time employee that would be categorized as an entitled job holder.

An entitled job holder has the right to join a pension scheme but not necessarily the same one as provided to a person with a right of automatic enrolment.

If an entitled worker asks to join, an employer must enrol them.

Local Government Pension Scheme (LGPS)

Employees of local councils are not automatically entitled to rights under the LGPS. Hargrave Parish Council has not entered an admission agreement with the Northamptonshire LGPS.

Pension Schemes

The Council can select an appropriate pension scheme to offer. These include

- a) National Employment Saving Trust (NEST)

Parish Councils are eligible to subscribe to a government established scheme, NEST. The employer does not have to make contributions unless it chooses to.

- b) Other pension schemes

Parish Council contributions

Hargrave Parish Council will not make a contribution to an entitled job holder's pension scheme.

Adopted 6th March 2023 Minute ref 22-130 B