



Fittleworth Parish Council

Employer Pension Discretions Policy

This Policy was adopted by Fittleworth Parish Council at its full council meeting on 23rd April 2018

Background

The 2008 Pensions Act requires all local councils to enrol their eligible workers into a qualifying scheme from October 2015.

Fittleworth Parish Council has one employee, the clerk, who is paid through West Sussex County Council (WSSCC) payroll. Due to this, Fittleworth Parish Council is able to offer their employee the Local Government Pension Scheme (LGPS). The LGPS is a qualifying scheme.

As the Clerk is categorised as an 'non-eligible jobholder' who is aged 16-74 with qualifying earnings currently less than £10,000 but greater than £5824. (All earnings figures are based on the year 2016/17). Fittleworth Parish Council need to ensure that they have notified their employee that they have the right to join a pension scheme. The Clerk can require the employer to enrol them in a qualifying scheme.

At the Parish Council meeting on 18th January 2016 (Agenda item 13), Fittleworth Parish Council voted unanimously, to pass a Statutory resolution to enable all employees of Fittleworth Parish Council to join the Local Government Pension Scheme (LGPS) via WSSCC.

Aim of Policy

The Local Government Pension Scheme (LGPS) is a statutory Scheme. The rules and regulations governing the scheme are laid down under Act of Parliament. There are some provisions of the scheme that are discretionary. Discretionary Powers allow employers, such as Fittleworth Parish Council to choose, if they apply, certain provisions.

Scope of the Policy

This policy applies to all employees of Fittleworth Parish Council.

Discretions

The Discretions Fittleworth Parish Council choose to exercise in relation to the LGPS are the same as those adopted by WSSCC in their '**WSSCC LGPS Employer Discretions Policy**' found in their '**key Pension Fund Strategy Documents**' section on their website:

<https://www.westsussex.gov.uk/about-the-council/pensions/>

Fittleworth Parish Council reserves the right to amend this policy at any time by passing a resolution at a full council meeting.

For further information please contact:

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