



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.

The Clerk is categorised as an eligible jobholder, if aged between 22 years and state pension age, usually working in the UK under their contract of employment and being paid over £10,000 per annum, £833 monthly or £192 weekly (based on tax year 2021-2022). The employer has no obligation to automatically enrol these employees into an approved pension scheme, but they can opt in. If they do, the employer is under no obligation to contribute to their pension fund.

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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