



Pensions

If you have a contract of employment for three months or more and you are under age 75, you will automatically become a member of the pension scheme. If you do not want to join the scheme you will need to make an election to opt out.

If you have a contract of employment for less than three months and you are under age 75, you will need to elect to join the scheme as your membership is not automatic.

If you are a casual employee you are still able to join the scheme if you elect to do so.

The LGPS is considered to be one of the best pension schemes in the country. The scheme provides financial security for you and your dependents by providing a wide range of benefits that include:

- A secure pension payable for life with guaranteed cost of living increases
- Tax savings and lower NI contributions for most members
- The option to receive a tax-free lump sum in exchange for part of your pension
- Immediate payment of pension for early retirement due to permanent ill health
- Dependents' pensions
- Tax free lump sum life cover of three years' pensionable pay
- Fully transferable pension rights if you leave before retirement

Your pension contribution rate depends on how much you are paid. The table below shows what your contribution rate will be according to which pay band you fall into. If you work part time, your rate will be based on the whole-time pay rate for your job,

although you will only pay contributions on the pay you actually earn.

Employee contribution rates:

Full time equivalent pay	Contribution rate
£0 - £13,600	5.5%
£13,601 - £21,200	5.8%
£21,201 - £34,400	6.5%
£34,401 - £43,500	6.8%
£43,501 - £60,700	8.5%
£60,701 - £86,000	9.9%
£86,001 - £101,200	10.5%
£101,201 - £151,800	11.4%

For an information leaflet you can contact HR on 01372 732128