**Pensions Policy**

*July 2022*

**Introduction:**

The Pensions Act 2008 requires all local councils to enrol “eligible jobholders” automatically into a qualifying pension scheme, to offer “non-eligible jobholders” (workers who are not eligible for automatic enrolment) the choice as to whether to opt into a qualifying scheme and “entitled workers” (workers who are entitled to join a non-contributory pension scheme) to request that the employer facilitates a non- contributory scheme.

**In compliance with the above, this policy sets out the details of the pension arrangements for employees of Ulley Parish Council:**

**Qualifying Rules**

The qualification rules depend on the level of an employee’s income from the employer and in 2022/2023 the levels and rules were as follows:

**Auto-Enrolment**

• An employee is entitled to auto-enrolment into a qualifying scheme if their annual earnings are above £10,000 per annum.

**Right to Opt-in**

• An employee has the right to opt-in to a pension scheme if their annual earnings are £6,240 to £10,000.

**Right to Join** • They have the right to join a pension scheme if their annual earnings are below £6,240.

The latter Right to Join applies to Ulley Parish Council who currently have one part-time employee, the Parish Clerk. We do not expect to meet the pension right to opt-in threshold of £6,240 in the short term. However, the government may change the thresholds in the future. If an employee exercises their right to join a pension scheme, Ulley Parish Council must provide a pension scheme for the employee. However, Ulley Parish Council isn’t obliged to make contributions.

**More Information**

More information about pensions can be found on the Pension Regulator Website, £6,240.

https://www.thepensionsregulator.gov.uk/en/business-advisers/automatic-enrolment-guidefor-business-advisers/9-knowing-your-clients-ongoing-duties/automatic-enrolment-earningsthreshold