

Stock Parish Council

Local Government Pension Scheme Policy (LGPS) Employer Policy Discretions

The Pensions Act 2008 (“the 2008 Act”) requires all local councils to enrol “eligible jobholders” automatically into a qualifying pension scheme. If such local councils have five or more eligible employees, they must offer access to a non-contributory pension scheme to their workers in accordance with the Welfare Reform and Pensions Act 1999. Local councils can choose to contribute voluntarily to a qualifying scheme such as the Local Government Pension Scheme (LGPS). Stock Parish Council is part of the LGPS.

Qualifying Scheme

A qualifying scheme satisfies the qualifying criteria in s.16 of the 2008 Act. The criteria will depend on the type of pension scheme – whether it is a defined contribution scheme, a defined benefit scheme or a ‘hybrid’ scheme (a combined defined contribution/defined benefit scheme).

Eligible jobholder

An eligible jobholder is aged between 22 and state pension age and currently has earnings above the trigger amount of £10,000 (s.3 of the 2008 Act).

Eligible jobholders are required to contribute to the scheme. They can voluntarily leave the qualifying scheme, but can re-join.

Non-eligible jobholders and entitled workers

Under sections 7 and 9 of the 2008 Act employers also have obligations to:

- Non-eligible jobholders – workers who are not eligible for automatic enrolment but who can choose to opt into a qualifying scheme and
- Entitled workers, workers who are entitled to join a non-contributory pension scheme

The Local Government Pension Scheme

The LGPS is a qualifying scheme. It is governed by the Superannuation Act 1972 and regulations. Stock Parish Council is part of this scheme.

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