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Queries on any of the information enclosed?

Please contact

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## Members Communications

Many members find pensions to be a difficult topic to understand.

To help members or non-members to understand the LGPS in greater depth, we are able to offer the possibility of coming to your place of work to present to your staff. There is no charge for this service.

If you are interested in hosting such as presentation of discussing the options available, please contact Zoe Stannard using the details below:

T: 01225 756599

E: [zoe.stannard@wiltshire.gov.uk](mailto:zoe.stannard@wiltshire.gov.uk)

## Employee Contribution bands 2011-2012

We have recently received notification from the Department of Communities and Local Government (CLG) of the employee contribution bands that will apply from **1 April 2011**. Please find these below.

FTE Salary	Contribution Rate
£0 - £12,900	5.5%
£12,901 - £15,100	5.8%
£15,101 - £19,400	5.9%
£19,401 - £32,400	6.5%
£32,401 - £43,300	6.8%
£43,301 - £81,100	7.2%
More than £81,100	7.5%

Please note that these bands are now the same for 'officers' and 'pre-1998 manuals'.

**Please note for educational establishments who have members with ongoing contracts for less than 52 weeks a year, you need to do the following calculation to determine which band they fall into:**

**FTE salary x actual weeks / 52**

**Important:** It is an employer responsibility to tell members whenever you are going to deduct contributions at a different rate, either as result of bands changes or, at your discretion, during the year when their salary changes.

## Employer Contribution Rates 2011-2014

Nearly all employer contribution rates have now been confirmed, subject to approval by the Wiltshire Pension Fund Committee. The final rates were attached to a global employer email sent on the 14 February 2011. Please check these rates and ensure that your payroll or finance person/team are aware of these changes and that they need to apply the new rates with effect from 1 April 2011.

### Additional notes:

- If your employer joined the Fund after 1 April 2010, your rate will remain unchanged until April 2014.
- If your employer did not respond to our communications about the rates, we have determined final rates on your behalf as outlined in our follow up communications.

## Additional Voluntary Contributions (AVCs)

Are any of your employees concerned that they are not building up enough pension?

If so we suggest that you put them in touch with our AVC provider Prudential who will discuss the options available to them

They can contact Prudential directly on: **0845 607 0077**

Or

if there are a number of people interested, you can liaise with Prudential about setting up a presentation at your place of work by speaking to **Colin Hamilton** on: **07802 249718**

## Additional Regular Contributions (ARCs)

These are alternative to AVCs and are operated in-house. Unfortunately these are currently suspended until further notice due to changes in Government actuarial factors.



The changes to pension tax relief could affect a significant number of members

It is vital that we receive prompt and accurate end of year pay figures in 2011 as these will be used to see whether someone exceeds the allowance and, if so, by how much.

## Updates:

### Pension Tax Relief

As discussed in the last edition, from April 2011 the Government is changing the way that pension tax relief works.

The changes are mainly likely to affect high earners and they will be dealt with outside the payroll process.

Members can find further information on the active section of our [website](#) to explain this topic in greater depth, which also includes a calculator.

During January, we communicated this change to members as part of a active members newsletters.

### Hutton Review

Lord Hutton is currently reviewing all public sector pensions. It is expected the effect of his final recommendations will be to decrease the cost to employers to fund public sector pensions.

His final report is due in March 2011, although this may be delayed, while it has yet to be confirmed from when any changes will apply.



### Wiltshire Pension Fund

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