

KETTERING TOWN COUNCIL

REPORT FOR DECISION

Item No:- 21/163

Committee:-	COUNCIL
Date:-	20 th April 2022
Author:-	Martin Hammond, Clerk
Report Title:-	Pension Entitlements
Wards Affected:-	None

1. Purpose of Report

To seek Council's approval to enter into the Northamptonshire Local Government Pension Scheme for its employees

2. Recommendation

That the Council resolves that all Town Council employees who so choose shall be enrolled into the Northamptonshire Local Government Pension Scheme, from 11th April 2022 onwards.

3. Information

3.1. The Council offers entry into the Northamptonshire Local Government Pension scheme as part of its terms and conditions of employment but until now, there has been no employee who has needed to be entered.

3.2. With the employment of the Deputy Clerk, Events and Communications, it is necessary to secure a resolution from Council which can be provided to the pension service, as proof of intent by the Council to enter into the scheme.

3.3. Whilst the motion above is framed so that all employees can enter into the pension scheme, at this point only the Deputy Clerk will be entered, but the motion will stand for any and all future employees who wish to enter into the scheme.

4. Consultation and Engagement

Consultation has taken place with the staff affected.

5. Finance, Legal and Resource Implications

5.1. The Council has a statutory duty to offer any employee the ability to sign up for a workplace pension.

5.2. The Council will make a contribution to the pension account set up for each employee – this will depend on the actuarial calculation which has yet to be made for the Town Council, but it will be in the range of 15%-18% of salary costs, and this has been factored into the budget for the new post. The employee makes a 6% contribution.

5.3. In addition, the Council must pay for the actuarial calculation and this will entail a one off cost of £2000; this has not been specifically included in the budget calculations, but should be able to met from within the overall budget during this year.

5.4. There are no ongoing monthly or annual charges

6. Policy Implications

None

Background Papers

Advice from Northamptonshire Pension Service.

