

CONTRACT ADDENDUM



Membership of the Local Government Pension Scheme

The workplace pension scheme that NLC provide is the Local Government Pension Scheme (LGPS). The LGPS is a qualifying pension scheme, which means it meets or exceeds the government's standards. The administering body for the LGPS is the Strathclyde Pension Fund.

You will have been included in the scheme and deductions will be made from your salary at source from your commencement date/joining date. The table below provides information on contribution rates. Should you wish to opt out of the scheme, you must complete an opting out form which can be obtained from Strathclyde Pension Fund Office (SPFO) by visiting www.spfo.org.uk or by contacting SPFO on 0345 890 8999.

As a member of the scheme you will be required to contribute the percentage of your salary as set out in the table. The employer's current contribution rate is 19.3% of your pensionable pay (although this can be subject to change).

Your details will be provided to the SPFO and they will send you further information about the pension scheme, including details of how to obtain a Death Grant Nomination Form which should be completed by you and sent direct to the Pension Fund Office at the address on the form.

If you are dissatisfied with any decision affecting you made in relation to the Local Government Pension Scheme you have a right of appeal against this decision under the Internal Disputes Resolution Procedure (IDRP). For further information on the Procedure, and to obtain an appeal form, please contact Employment & Policy Team at employmentpolicyteam@northlan.gov.uk

Employees Contributions

The rate of contributions you pay is based on how much you are paid. There is a tiered contribution system with your contributions based on how much of your pay falls into each tier. If you elect for the 50/50 section of the scheme you would pay half the rates listed below.

The 2023 / 2024 contribution rates are detailed in the table below. The pay ranges will be increased each April in line with the cost of living.

You pay contributions on your normal salary or wages (including on any additional hours worked in excess of your contractual hours, up to a maximum of the standard full-time working week for your post), and on contractual overtime, bonuses, shift allowances, Maternity Pay, Paternity Pay, Adoption Pay, Shared Parental Pay and any other taxable benefit specified in your contract as being pensionable. For part time members, your pensionable pay will be based on your actual earnings (including any additional hours up to your post's full time hours).



Contribution Rates for 2023/2024

[For members in the 50/50 section divide the appropriate rate by 2]

Contribution rate	Min	Max	Contribution rate	Min	Max
5.50%	Up to	26,044	8.40%	73,158	75,218
5.60%	26,045	27,671	8.50%	75,219	77,398
5.70%	27,672	29,516	8.60%	77,399	79,708
5.80%	29,517	31,330	8.70%	79,709	82,161
5.90%	31,331	32,558	8.80%	82,162	84,769
6.00%	32,559	33,887	8.90%	84,770	87,549
6.10%	33,888	35,329	9.00%	87,550	90,516
6.20%	35,330	36,900	9.10%	90,517	93,692
6.30%	36,901	38,616	9.20%	93,693	97,100
6.40%	38,617	40,500	9.30%	97,101	100,764
6.50%	40,501	42,550	9.40%	100,765	104,715
6.60%	42,551	44,043	9.50%	104,716	108,989
6.70%	44,044	45,645	9.60%	108,990	113,627
6.80%	45,646	47,367	9.70%	113,628	118,677
6.90%	47,368	49,225	9.80%	118,678	124,197
7.00%	49,226	51,234	9.90%	124,198	130,256
7.10%	51,235	53,414	10.00%	130,257	136,935
7.20%	53,415	55,788	10.10%	136,936	144,337
7.30%	55,789	57,424	10.20%	144,338	152,585
7.40%	57,425	58,686	10.30%	152,586	161,833
7.50%	58,687	60,005	10.40%	161,834	172,274
7.60%	60,006	61,385	10.50%	172,275	184,155
7.70%	61,386	62,829	10.60%	184,156	197,796
7.80%	62,830	64,343	10.70%	197,797	213,620
7.90%	64,344	65,932	10.80%	213,621	232,195
8.00%	65,933	67,601	10.90%	232,196	254,309
8.10%	67,602	69,357	11.00%	254,310	281,078
8.20%	69,358	71,206	11.10%	281,079	314,147
8.30%	71,207	73,157	11.20%	314,148	and above*