

## **WILTSHIRE COUNCIL**

WILTSHIRE LOCAL PENSION BOARD  
05 May 2022

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### **EMPLOYER CHARGING POLICY REVIEW**

#### **Purpose of the Report**

1. The purpose of this report is to update the Board on proposed changes to the Fund's Employer Charging Policy and to seek any comments or recommendations the Board has before it goes for approval by Committee.

#### **Background**

2. This policy is updated from its October 2018 version and seeks to minimise the amount of employer cross-subsidies, and employer-led Pension administration costs, incurred by the Fund by charging certain costs directly to employers in addition to their employer contributions.

#### **Considerations for the Board**

3. The principles of this policy are similar to the original policy and there has been only two main changes:
  - a). A removal of quoting any specific figures in the appendix and instead describing the method for determining the costs. It is also anticipated that costs will align better with the actual incurred costs rather than stating flat fees which inevitably change over time.
  - b). Some minor changes to reflect the Fund's new ill-health insurance approach.

#### **Environmental Impact**

4. There is no environmental impact from this report.

#### **Financial Considerations**

5. There are some limited financial impacts of this charge although it is still anticipated the employer costs charged will broadly align with the costs spent and therefore no budgetary impact is envisaged.

#### **Risk Assessment**

6. There are no risks identified at this time.

#### **Legal Implications**

7. There are no immediate legal implications arising from this report.

#### **Safeguarding Considerations/Public Health Implications/Equalities Impact**

8. There are no implications at this time.

## **Proposals**

9. The Board is asked to note the proposed, revised Employer Charging Policy and outline and comments or recommendations it has.

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