

WILTSHIRE COUNCIL

WILTSHIRE PENSION FUND COMMITTEE
28 July 2022

EMPLOYER CHARGING POLICY REVIEW

Purpose of the Report

1. The purpose of this report is to propose changes to the Fund's Employer Charging Policy and to seek approval.

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 Committee

3. The principles of this policy are similar to the original policy and there have 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.
4. The policy was also reviewed by the Local Pension Board and no recommendations for changes were made.

Environmental Impact

5. There is no environmental impact from this report.

Financial Considerations

6. 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

7. There are no risks identified at this time.

Legal Implications

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

Safeguarding Considerations/Public Health Implications/Equalities Impact

9. There are no implications at this time.

Proposals

10. The Committee is asked to approve the revised Employer Charging Policy.

Jennifer Devine
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