

UPDATE for Schools

The Enfield Pension Team look after the non-teaching staff who are in the Enfield Pension Fund. The Enfield Pension Fund is part of the Local Government Pension Scheme (LGPS)

TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS (TUPE)

If your School / Academy is planning to outsource services, like catering / cleaning etc via a competitive tendering process, which may result in employees TUPE transferring to a new employer, please contact the Pension Team before you start the process.

Employees who are members of the Enfield Pension Fund are protected in law and the Pension Team can provide you and potential new employers with important information.

ADMISSIONS AGREEMENTS

On awarding a new contract, which requires employees to TUPE transfer to the successful company/organisation, the new employer has a choice:

1. To offer staff a comparable pension scheme – comparability is decided by the Funds actuaries and is rarely agreed due to the nature of the LGPS defined benefit scheme.
2. Enter into an Admission Agreement with the Enfield Pension Fund

The latter is the most common approach. General information is set out below however more detailed information and guidance can be provided to you and potential new employers before they enter a bid to take over the contract.

- The Enfield Fund's Admission Policy allows for each contract to be pooled with the Scheme Employer. The Scheme Employer could be Enfield Council or an Academy Trust.
- The advantage of a pooling arrangement is that, on termination of the admission agreement, the assets and liabilities connected with the admission agreement will be transferred back to the Scheme Employer ie Enfield Council or the Academy Trust and remain in the pool.

- An exit valuation will deem that the assets and liabilities will be nil and there will be no requirement for the contractor to pay a deficit at the end of the contract.
- Admission Agreements will be agreed on a per-contract basis. If schools are tendering a 'cluster' of schools, this would be a single contract if the contract start and end date is the same and the scheme employer is the same ie: Enfield Council or an Academy Trust.
- If the scheme employer is currently Enfield Council, the employer's contribution rate payable on a 'passthrough' pooled funding arrangement is 20.2% of Pay. Should this rate change at subsequent valuations then the passthrough rate would also change. Academy rates may differ. **Please seek confirmation of rates by contacting the Pension Team.**
- The Council's preferred policy is for a new employer to provide a bond. If an employer makes representations that a bond cannot be procured at reasonable cost and in reasonable time then the Pension Fund would be willing to consider a further 2% of pay risk margin to the employer contribution rate in compensation for providing a guarantee without protection of bond cover.

Exchequer Services

LOCAL GOVERNMENT PENSION SCHEME (LGPS)

Employer update



Contact Us

Please contact the Pension Team for more information and guidance.

We are here to help!

The Pensions Team can be contacted via
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0208 379 3168

Tim O'Connor is the Pensions Manager

Tracey Rogers is the principal admin team officer.

The LB of Enfield Pension Funds website
<https://new.enfield.gov.uk/pensions/>



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