

<b>SLOUGH BAPTIST CHURCH POLICY</b>	<b>Pensions Policy</b>
<b>POLICY NUMBER: SBCP-11</b>	



<b>Primary Responsibility:</b>	Treasurer
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<b>Issued:</b>	5 <sup>th</sup> March 2018
<b>Status:</b>	Final
<b>Review Period:</b>	5 years
<b>Next Review Date:</b>	March 2023

## **DISTRIBUTION**

<b>Original</b>	Slough Baptist Church Office
<b>Copy</b>	Website (PDF)

### **1. Purpose and Scope**

The purpose of this policy is to set out the Church's policy for the provision of pensions to employees of the Church.

### **2. Principles**

The Church shall not enter into an agreement to provide a defined benefits employee pension for any existing or new employee unless compelled by legislation.

The Church will comply with the requirements of any Pensions Legislation that the Government has enacted to provide pensions to employees of the church by:

- Providing an agreed pension provider and pension for employees and advising these employees of the provider's details and the contributions that the Church is paying into their personal pensions.
- As a default, new employees will be enrolled into the most appropriate section of the BU defined contribution (DC) Pension Scheme. An alternative pension scheme compliant with Pensions regulations may be selected by mutual consent.
- Ensuring that any opt out decisions by employees are handled according to pension regulations.
- Requiring the employee contribution to be half of the employer contribution.
- Paying in at least the minimum stipulated amount into an employee personal pension as set out in legislation; with due regard to the impact of earnings per week on that minimum.
- Offering all ministry employees the same level of employer contributions as a proportional of pensionable pay which will be at least the minimum for the ministry section of the Baptist Union Pension Scheme.
- Offering the same percentage level of employer and employee pension contributions to both ministry staff and the support staff.
- Encouraging all support employees to adopt the full level of contributions offered by the church.

Where the support staff employees do not wish to contribute to a pension at the level of contributions paid into a ministry staff pension by the church, their pension will be at least that based upon legislation and will be kept under review by the Church Council.

### **3. Review Mechanisms**

A review of this policy by the diaconate will be triggered prior to the anticipate review date by any of the following:

- A change of legislation;
- A change in the default Pension Scheme for new employees;
- A recommendation by the Treasurer to change the current level of employer contribution offered by the Church, which is currently 16% pensionable pay.