

The transfer of your job to another employer

How your pension will be affected

If your local government job is being moved to another employer, your employee rights are protected by TUPE - the Transfer of Undertakings (Protection of Employment) Regulations 2006. Employment rights covered by TUPE include pay and holidays etc., but not your local government pension. The government has however put measures in place which sit alongside TUPE to ensure that your Local Government Pension Scheme (LGPS) pension is protected when your job is transferred to another employer.

Transferring from a Local Authority to another employer

If you work for a local authority (including local authority maintained schools) and your job is transferring to a different employer that does not offer the LGPS, your new employer has 2 options:

- to continue your membership of the LGPS, or
- to provide a “broadly comparable” pension scheme where the benefits are at least as good as, or better than the LGPS. The pension scheme they’re offering would need to be approved by the government

Transferring from an academy to another employer

If you work for an academy, and your job is being transferred to another employer, your new employer must continue your membership of the LGPS. This also applies for transfers from voluntary aided, foundation or free schools.

Frequently asked questions

- **What if my job is transferred again in the future?**

If your job is still providing the same service as you did before your first employer change, your pension will be protected in the same way.

- **If my new employer offers a “broadly comparable” scheme, what does this mean?**

A broadly comparable pension scheme is one where the benefits it provides are certified by the Government as being almost the same as, or better than, those offered by the LGPS.

If your new employer offers a 'broadly comparable' scheme, you will have the option of transferring your LGPS pension to the new scheme, or you can leave your LGPS pension with us and become a deferred member (no longer paying in).

- **If I stay in the LGPS, will anything change?**

Your LGPS pension benefits won't be affected. Things such as the age when you can retire from, and the way your pension benefits are worked out will be the same.

- **Will I still get an annual statement about my LGPS pension?**

Yes, you will still receive your annual statement.

Derbyshire Pension Fund will though be moving annual statements online in the near future. When that happens, the Fund will write to you to let you know how to access your annual statement online.

- **Will my AVC's (Additional Voluntary Contributions) be affected?**

If you pay AVC's to the Prudential (or a different company) directly out of your monthly pay you will need to let the Prudential know that your employer is changing.

Most AVCs paid by Derbyshire Pension Fund members are to the Prudential AVC scheme which is the Fund's current in-house AVC provider.

Telephone contact number for Prudential AVC matters - 0800 316 4411

- **What if I don't pay into the LGPS when my job transfers?**

If you're not paying into the LGPS when your job transfers, maybe because you have opted out, your new employer will automatically enrol you into the pension scheme from the transfer date. You will be able to opt out, or move to the LGPS 50/50 section, from the transfer date if you wish.

- **What is the LGPS 50/50 section?**

It means that you are a member of the LGPS, but you pay half the contribution you would pay in the main scheme and in return you receive half the pension amount into your pension.

The value of the LGPS life and ill-health cover remains the same as if you're in the main scheme.

50/50 is a short-term alternative to opting out during tough financial times, and unless you move to the main scheme voluntarily, your employer will move you automatically every three years.

Further information

For further general information about the LGPS, visit www.derbyshirepensionfund.org.uk.