



## **LOCAL GOVERNMENT PENSION SCHEME CONTRIBUTIONS BANDING POLICY**

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### **Introduction**

1. The Local Government Pension Scheme 2013 regulations came into effect from 1 April 2014 and introduced new pension contribution bandings and a new definition of pensionable pay. It is important to ensure that all pensionable pay is considered when allocating the appropriate contribution banding. This policy sets out below how the Council will determine each employee's pension contribution banding.

### **Review of contribution banding**

2. A review will take place each month to assess the employee's pension contribution banding and the appropriate contribution rate will then be applied for the relevant pay period.

### **Method of assessing pensionable pay for contribution banding**

3. Employees will be allocated to the banding which corresponds with their contractual salary plus non contractual overtime and other pensionable payments received in the relevant pay period.

### **New employees**

4. New employees will be placed in the banding which corresponds with their actual contractual salary.

### **Appeals against contribution banding allocation**

5. If an employee disagrees with the contribution banding, they have been allocated they should raise this in the first instance with the HR & Payroll Service Manager to aim to resolve the concern informally. If this does not resolve the matter an employee may formally appeal to the Head of HR to resolve any dispute.

### **2025/26 Bandings**

6. The contribution rates and / or pay bands will be reviewed periodically and may change in the future.

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CONTRIBUTIONS BANDING POLICY**

**ANNEX A**

**2025/2026 PENSIONS CONTRIBUTIONS BANDINGS**

<b>Band</b>	<b>Pay</b>	<b>Contribution Rate</b>	<b>50-50 Rate</b>
1	Up to £17,800	5.5%	2.75%
2	£17,801 - £28,000	5.8%	2.90%
3	£28,001 - £45,600	6.5%	3.25%
4	£45,601 - £57,700	6.8%	3.40%
5	£57,701 - £81,000	8.5%	4.25%
6	£81,001 - £114,800	9.9%	4.95%
7	£114,801 - £135,300	10.5%	5.25%
8	£135,301 - £203,000	11.4%	5.70%
9	£203,001 or more	12.5%	6.25%