



WARWICKSHIRE PENSION FUND

December 2025 - Employer Newsletter

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Season's Greetings!

Christmas opening times

Warwickshire Pension Fund would like to wish you a happy festive season.

Christmas and New Year opening times:

Monday 22nd December - 09:00 – 17:00

Tuesday 23rd December – 09:00 – 17:00

Wednesday 24th December – 09:00 – 15:30

Thursday 25th December – Closed

Friday 26th December - Closed

Monday 29th December - Closed

Tuesday 30th December - 09:00 – 17:00

Wednesday 31st January – 09:00 – 15:30

Thursday 1st January - Closed

Friday 2nd January 09:00 – 16:30

The office will be closed for drop ins on the 30th and 31st December, but the team will be available via email and telephone on those days.

Normal opening hours resume from Monday 5th January 2026.

Our normal opening times are:

Monday – Thursday 09:00 – 17:00

Friday 09:00 – 16:30

Draft valuation results

The fund is in the process of sending out employer schedules. Once your schedule is received, please ensure you complete the actions required in the email.

2025 Autumn Budget – Changes to salary sacrifice pension contributions

On the 26th of November the Chancellor announced a £2000 cap on pension salary sacrifice contributions. This will mean that employers and employees will have to pay national insurance contributions (NICs) on amounts over this limit.

It is important to note that main LGPS scheme contributions are not made under a salary sacrifice arrangement, this will only affect our members of the scheme who are making contributions over the value of £2000 per annum into an LGPS linked AVC salary sacrifice scheme.

In this context, salary sacrifice involves an employee giving up the right to part of their salary in return for higher pension contributions from their employer into an AVC. This is achieved by varying the employee's terms and conditions of employment.

Where salary sacrifice is used, both the employer and employee benefit from a reduction in their NICs. This is because an employee's salary is subject to employer and employee NICs, whereas employer pension contributions are not. Therefore, both employees and employers' benefit where salary is sacrificed in exchange for higher employer contributions.

The change will come into effect from April 2029. After the change, contributions made through salary sacrifice above the £2000 limit amount will be subject to employer and employee NICs, like other employee workplace pension contributions.

As more information on the changes becomes available, we will circulate with our employers.

Government consultation – Scheme improvement (access and protections)

The Ministry of housing communities and local government (MHCLG) has launched the LGPS: Scheme improvements (access and protections) consultation.

You can view the consultation via the following link:

<https://www.gov.uk/government/consultations/local-government-pension-scheme-in-england-and-wales-scheme-improvements-access-and-protections>.

The consultation covers the following areas:

- Normal minimum pension age
- Pension access for councillors and mayors
- Academies in the LGPS
- New Fair Deal.

A draft set of regulations for the proposals on pension access for councillors and mayors, as well as new Fair Deal, have also been published for comment.

The LGPS Minister, Alison McGovern, issued a written ministerial statement alongside the consultation, which can be viewed at: <https://questions-statements.parliament.uk/written-statements/detail/2025-10-13/hcws952> .

The consultation is open for ten weeks, closing on 22 December 2025. You can respond to the consultation directly by following the links in this message.

The LGPS and McCloud remedy webinar

These free webinars from Affinity Connect give Local Government Pension Scheme (LGPS) members an overview of the age discrimination remedy, known as the McCloud remedy.

These webinars will also help members understand how the LGPS works, what options they have as an LGPS member and give them the chance to ask any questions about the LGPS and the McCloud remedy.

The webinars are delivered by Affinity Connect, part of the Wealth at Work group.

It's likely that you're protected by the remedy if:

- you joined the LGPS or another public service pension scheme before 1 April 2012, and
- you had pensionable service between 1 April 2014 and 31 March 2022 (the remedy period), and
 - you were under age 65 for part or the whole of the remedy period, and
- you have not had a disqualifying gap – a gap of more than five years that ended after 31 March 2012 when you were not paying into the LGPS or any other public service pension scheme.

Please share the opportunity to your staff who are in the LGPS scheme, and let them know they can book directly with Affinity Connect using this online booking form: <https://affinityconnect.event-registration.co.uk/events/lgps-england-and-wales/mccloud-remedy-lgps/1-hour-30-minute-course-online>

Affinity Connect Pre-Retirement Staff Training – 2026 dates

To help LGPS members make informed retirement decisions, Warwickshire Pension Fund are collaborating with Affinity Connect to offer an online session about pre-retirement financial planning which is open to all staff who are members of the LGPS.

[Affinity Connect](#) provide financial education, including courses about retirement in the public sector.

Please share the opportunity to your staff who are in the LGPS scheme, and let them know they can book directly with Affinity Connect using this online booking form <https://affinityconnect.event-registration.co.uk/events/warwickshire-pension-fund/retirement/2-hour-30-minute-course-online>

The following dates have spaces:

Wednesday 7 th January 2026	09:30 - 12:00
Friday 13th February 2026	09:30 - 12:00
Monday 09 March 2026	09:30 12:00

Tuesday 14 April 2026	13:00	15:30
Thursday 14 May 2026	09:30	12:00

For some more information, please view the course overview. <https://www.affinityconnect.org/our-services/retirement/online-2-hours-30-minutes-course-2/>

WPF Contact details

Telephone number - 01926 412005.

For email enquiries, please use the below addresses:

General enquiries – pensions@warwickshire.gov.uk

I-Connect queries - iconnect@warwickshire.gov.uk

Website - <https://warwickshirepensionfund.org.uk>