



January 2026 - Employer Newsletter

Happy New Year!

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.

Pensions and absences

The Government's response to the LGPS Access and Fairness consultation has been delayed due to internal procedures. The LGA understand the Government plans to phase in the changes proposed in the consultation to ease the administrative impact. Phase one changes will be introduced in April 2026, and phase two later in the year.

The changes included in phase one are outlined below. The LGA will produce a bulletin after the legislation is laid. We expect statutory guidance to be published in April 2026.

Pensions and attendance benefits

- making authorised absences of less than 15 days automatically pensionable
- aligning the cost of buying back lost pension for authorised absences of over 14 days with the standard member contribution rates

- extending the time limit for electing to buy back lost pension from 30 days to 12 months, as long as the member is in the same employment
- allowing an employer to pay their share of contributions relating to an unpaid period of more than three years
- updating the definition of child-related leave to include all periods of additional maternity, adoption and shared parental leave without pay.

We will pass information on as soon as receive it to enable you to make necessary changes in your payroll and HR systems.

Annual General Meeting slides

Thank you to those who were able to attend the 2026 AGM back in December. The session covered:

- Administration activity and performance
- Governance update and Annual Report
- Valuation 2025
- Investment activity and performance
- Pensions Investment and Governance Manage
- Border to Coast Pensions Partnership

Available slides will be uploaded on our website and can be accessed via our [Investments page](#)

Automatic enrolment thresholds 2026/27

The Department for Work and Pensions (DWP) has confirmed that the automatic enrolment thresholds will remain unchanged for the 2026/27 tax year.

Under section 14 of the Pensions Act 2008, the DWP must review these thresholds every year. Following publication of its latest review, the DWP has decided to keep the current values for another year.

This means the thresholds for 2026/27 will be:

- earnings trigger: £10,000
- lower limit qualifying earnings band: £6,240
- upper limit qualifying earnings band: £50,270

Save the date – Employer training

We will be holding a session for employers on Tuesday March 10th between 11 and 12. This session will focus on breaches.

A calendar invite will follow shortly.

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](#)

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](#)

The following dates have spaces:

Friday 13th February 2026 09:30 – 12:00

Monday 09th March 2026 09:30 – 12:00

Tuesday 14th April 2026 13:00 – 15:30

Thursday 14th May 2026 09:30 – 12:00

Thursday 18th June 2026 13:00 – 15:30

Monday 20th July 2026 13:00 – 15:30

For some more information, [please view the course overview.](#)

Warwickshire Pension Fund Contact details

Telephone number – 01926 412005.

For email enquiries, please use the below addresses:

General enquiries – pensions@warwickshire.gov.uk

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