

Civil Service Pensions (NI)

EMPLOYEE PENSION NOTICE

FROM: Civil Service Pensions

TO: All Staff

DATE: 21 February 2024

Your Pension Contribution Rates

Employee pension contribution rates from 1 April 2024 and applicable salary bands

1. This notice provides you with information on your employee pension contributions payable from 1 April 2024 – 31 March 2025 if you are an active member of the NICS pension scheme arrangements. (It does not apply if you are in the Partnership Scheme.)
2. The good news is:
 - the salary band thresholds for employee contribution rates have been uplifted by 5% for 2024/2025. Employee pension contribution thresholds will be kept under review to keep Full Time pay salary bands aligned to pension contribution thresholds. This will mean that as you move up the pay scale for your grade you will not lose out by having to pay a higher level of pension contributions
 - actual pension contribution percentage rates remain unchanged
 - the process introduced in April 2019 which dealt with retrospective pensionable pay will still apply. In summary, arrears of pensionable pay are not included in the annualisation calculation to determine the pension contribution percentage rate. This means, whether or not those arrears relate to a previous scheme year, the rate applied will not shift you into a higher rate for just that pay period due to arrears. This is important as it will ensure you will continue to benefit from the changed approach
3. The employee pension contribution rates are set out at Appendix A overleaf.

EMPLOYEE PENSION CONTRIBUTION RATES SCHEME YEAR 2024/25

Employee contribution rates for all members from 1 April 2024 to 31 March 2025 are set out below alongside the previous years' rates.

Salary Thresholds				Percentage Contribution Rate
2023 - 2024		2024 - 2025		
From	To	From	To	
£0	£25,049.99	£0	£26,302.49	4.6%
£25,050.00	£56,999.99	£26,302.50	£59,849.99	5.45%
£57,000.00	£153,299.99	£59,850.00	£160,964.99	7.35%
£153,300.00 and above		£160,965.00 and above		8.05%