

Cloch Housing Association
Pension Schemes

| <u>Schemes</u> | <u>Salary Sacrifice</u> | <u>ER Contr.</u> | <u>EE Contr.</u> | <u>Number of EE's in the scheme as at 30 Sept 2020</u> | <u>Date pension scheme closed to new employees</u> |
|--|-------------------------|------------------|------------------|--|--|
| <u>Defined Benefit - SHAPS</u> | | | | | |
| Final Salary 60th | Yes | 17.10% | 15.30% | 5 | 01/04/2017 |
| | No | | | 10 | 01/04/2017 |
| Care 120th | Yes | 8.10% | 7.30% | 1 | 01/04/2017 |
| | No | | | 1 | 01/04/2017 |
| Care 70th | Yes | 13.80% | 12.70% | 1 | 01/04/2017 |
| | No | | | 0 | 01/04/2017 |
| <u>Defined Contribution - SHAPS</u> | | | | | |
| DC 5% | N/A | 10.00% | 5.00% | 5 | |
| DC 4% | N/A | 8.00% | 4.00% | 1 | |
| DC 3% | N/A | 6.00% | 3.00% | 3 | |
| Opted out of all pension schemes | | | | 4 | |
| | | | | 31 | |

Notes:

- * All pension schemes are under the SHAPS - Scottish Housing Associations Pension Scheme, administered by The Pensions Trust (TPT)
- * The auto enrolment scheme is under the SHAPS defined contribution scheme
- * Salary sacrifice is an arrangement employers may make available to employees – the employee agrees to reduce their earnings by an amount equal to their pension contributions. And in exchange, the employer then agrees to pay the total pension contributions