



Inn Cornwall Limited

The Victoria Inn, Chyvelah Road, Threemilestone Truro
The Victoria Inn, Victoria Road, St Austell, PL26 8LQ
Norway Inn Perranarworthal, Truro Cornwall TR3 7NU

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COMMUNICATION TO EMPLOYEES

Dear associate,

Pension Contributions to the Creative Pension Trust

As you are probably aware we use the Creative Pension Trust (the scheme) to help us meet the Government's Automatic Enrolment legislation. You would have previously received information about the scheme and may now have been automatically enrolled into it with contributions being paid by the company and from you through deductions made from your wages.

In order to comply with our duties minimum levels of pension contributions have to be paid by employees who are automatically enrolled and by the company (as the Employer).

These minimum contribution levels were set in law through the Pensions Act 2008. The minimum amounts payable, as initially set by the Government, were due to increase from October this year and again in October 2018.

The Government has now amended the regulations such that it is putting back the scheduled contribution increases so that the first increases do not apply until April 2018 with further increases then being put back again until April 2019.

The actual levels of increases themselves have not been changed, just the date that they have to take effect.

We are therefore proposing to adopt the new phasing timetable introduced by the Government for all employees who have been automatically enrolled into the scheme which will mean that where relevant your and the company's contributions will not increase until these later dates. The table below shows the relevant contribution amounts and proposed **new** timelines, the current phasing timetable would mean the increased contributions highlighted below would apply from October 2017 and from October 2018 for certain scheme members if we **do not** adopt the new phasing timetable :

Date effective	Employer minimum contribution	Employee minimum contribution	Total minimum contribution
Now until 5th April 2018	1%	1%	2%
6th April 2018 to 5th April 2019	2%	3%	5%
6th April 2019 onwards	3%	5%	8%



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As you will see, for relevant existing scheme members your contributions are due to increase from 1% to 3% from this October and then from 3% to 5% from October 2018 (the company's contributions are due to increase from 1% to 2% then to 3% over the same time periods). If our proposal is adopted, for relevant scheme members your take home pay will therefore be slightly higher for the periods to April 2018 and April 2019 as you will have lower pension contributions deducted from your wages owing to the lower pension contributions being paid into the scheme.

Through this communication we are now therefore **consulting** with all of our employees to outline our proposal. This consultation runs from the date of this letter for a period of 60 days. At the end of this period we will consider any comments or feedback you may have prior to deciding on a final course of action.

In accordance with the Occupational Pension Schemes (Consultation by Employer) Regulations 2006 we must make you aware that you can contact the Pensions Regulator if you have any concerns with regard to this Consultation process.

<https://forms.thepensionsregulator.gov.uk/concerns-in-relation-to-your-pension-scheme/>

If you do have any comments, wish to give us any feedback or if you have any questions at all regarding this proposal please initially contact:

Regards,

Mark Holden

mark@inncornwall.co.uk

01872 278313

On behalf of Inn Cornwall Limited