

## Increase in contribution rates from 2 January 2020

**Non-uniformed members earning in excess of £30,000** per annum (as a full-time equivalent salary) as at 31 December 2018 will have a maximum **phasing period of 3 years**.

New Members Regulations (Old Rate: 5%)			1967 and FHS Regulations (Old Rate: 6%)			Existing Members Regulations (Old Rate: 6.25%)		
Year	Increase	New Rate	Year	Increase	New Rate	Year	Increase	New Rate
2019	1.00%	= 6.00%	2019	0.67%	= 6.67%	2019	0.59%	= 6.84%
<b>2020</b>	<b>1.00%</b>	<b>= 7.00%</b>	<b>2020</b>	<b>0.67%</b>	<b>= 7.34%</b>	<b>2020</b>	<b>0.59%</b>	<b>= 7.43%</b>
2021	0.75%	= 7.75%	2021	0.41%	= 7.75%	2021	0.32%	= 7.75%

**Non-uniformed members earning less than £30,000** per annum (as a full-time equivalent salary) as at 31 December 2018 will have a maximum **phasing period of 4 years**.

New Members Regulations (Old Rate: 5%)			1967 and FHS Regulations (Old Rate: 6%)			Existing Members Regulations (Old Rate: 6.25%)		
Year	Increase	New Rate	Year	Increase	New Rate	Year	Increase	New Rate
2019	0.75%	= 5.75%	2019	0.50%	= 6.50%	2019	0.44%	= 6.69%
<b>2020</b>	<b>0.75%</b>	<b>= 6.50%</b>	<b>2020</b>	<b>0.50%</b>	<b>= 7.00%</b>	<b>2020</b>	<b>0.44%</b>	<b>= 7.13%</b>
2021	0.75%	= 7.25%	2021	0.50%	= 7.50%	2021	0.44%	= 7.57%
2022	0.50%	= 7.75%	2022	0.25%	= 7.75%	2022	0.18%	= 7.75%

**Uniformed members - phasing period of 5 years.**

New Members Regulations (Old Rate: 5%)			1967 Regulations (Old Rate: 6%)			Existing Members Regulations (Old Rate: 6.25%)		
Year	Increase	New Rate	Year	Increase	New Rate	Year	Increase	New Rate
2019	1.02%	= 6.02%	2019	0.82%	6.82%	2019	0.77%	= 7.02%
<b>2020</b>	<b>1.02%</b>	<b>= 7.04%</b>	<b>2020</b>	<b>0.82%</b>	<b>7.64%</b>	<b>2020</b>	<b>0.77%</b>	<b>= 7.79%</b>
2021	1.02%	= 8.06%	2021	0.82%	8.46%	2021	0.77%	= 8.56%
2022	1.02%	= 9.08%	2022	0.82%	9.28%	2022	0.77%	= 9.33%
2023	1.02%	= 10.10%	2023	0.82%	= 10.10%	2023	0.77%	= 10.10%

For part time employees the phasing will be based on their earnings as if they were working on a full time basis.

## Employer Contribution Rate

The employer contribution rate will have a maximum phasing period of 3 years.

3 Year Phasing		
2018	Old Rate	= 13.60%
2019	0.80%	= 14.40%
<b>2020</b>	<b>0.80%</b>	<b>= 15.20%</b>
2021	0.80%	= 16.00%