

Staff Pension Arrangements

Rosehill participates in the Scottish Housing Associations' Pension Scheme which is administered by TPT Retirement Solutions. Employees are offered a choice of two pension options; a defined benefit (DB) scheme and a defined contribution (DC) scheme. Both of these schemes are open to all employees who meet the eligibility criteria.

Nine employees were members of the DB scheme at 30th September 2021. Employee pension benefits in this scheme are based on an average of the employee's pensionable earnings in the three years prior to retirement. The scheme is a "1/60th" scheme with employees accruing 1/60th of their final pensionable earnings for each year they contribute to the scheme. Employees currently contribute 14.8% of their salary to the scheme and Rosehill contributes 18.0%.

Four employees were members of the DC scheme at 30th September 2021. Contributions from the scheme are invested in the employee's own personal pension plan and the employee is free to make their own pension arrangements when they retire subject to legislative restrictions. Employees can decide their own contribution rate but this must be a least 4% of their salary. Rosehill currently contributes 8% of the employee's salary into their plan.

Both schemes provide death in service life assurance of 3 times the employee's salary.