

Pensions Policy

The purpose of this policy is to outline Kinnegad Community Childcares Clgs approach to pension provision and to explain the rights and responsibilities of both the Company and its employees in relation to workplace pension arrangements.

This policy applies to all eligible employees of the Company. Eligibility criteria, contribution levels, and enrolment processes are determined in accordance with applicable legislation and the rules of the pension scheme in place at the time.

Auto Enrolment

My Future Fund is a new government auto-enrolment retirement scheme introduced on 1st January 2026. All qualifying staff will be automatically enrolled through Revenue when they commence employment with Kinnegad Community Childcare Clg.

Alternatively, Kinnegad Community Childcare provides access to a company pension scheme.

Pension Scheme

The Company operates a workplace pension scheme to support employees in saving for retirement. The scheme is administered by an external pension provider,(Prisma financial limited) and the terms and conditions are governed by the provider's scheme rules.

New employees are eligible to enrol in this scheme on completion of their period of probation.

Should an employee opt to use this scheme the Company will manage the employees deductions and ensure deductions are paid to the pension provider promptly.

Should an employee choose to opt for a different pension provider they must make their own arrangements about payment of contributions.

Contributions

The Company will make pension contributions at the statutory minimum level or higher, as determined by the pension provider . Employees are required to make contributions in accordance with the scheme rules. Contribution rates may be reviewed periodically and are subject to change.

Investment Choices

Investment decisions within the pension scheme are the responsibility of the employee. The Company does not provide financial advice and encourages employees to seek independent financial guidance if required.

Changes to the Scheme

The Company reserves the right to amend or replace the pension scheme at any time, subject to legislative requirements and reasonable notice to employees.