



Employer charges for work associated with outsourcing, changes to legal status or creation of new organisations

As outlined in the Hampshire Pension Fund Administration Strategy, where Pension Services incur additional administration costs due to the pension implications of an Employer restructuring (outsourcing, creation of a company, change of legal status etc.) a separate additional administration charge will be made.

Below are details of the administration charges for this work, which are based on estimated staff time. The table below also details the approximate actuarial and legal costs which will also be recharged to Employers.

	Administration flat fee (Exc. VAT)		Approximate Actuarial Fees* (Exc. VAT)	Approximate Legal Fees* (Exc. VAT)
1. Outsourcing	Less than 100 members	£500	£1,500 to £2,000 (Dependant on requirements)	£2,750 (Average costs)
	100 members +	£1,000		
2. Change to Legal Status • Academy conversion	£500		£400	No legal fees

	Administration flat fee (Exc. VAT)	Approximate Actuarial Fees* (Exc. VAT)	Approximate Legal Fees* (Exc. VAT)
3. Change to Legal Status <ul style="list-style-type: none"> • College merger 	£250 – Legal agreement only £400 – Legal and actuarial work required	Default – no review of contribution rate until next valuation (No actuary work required) Review of contribution rate required - £2,290	£1,200
4. Change to Legal Status Other company merger or legal change	£250	No actuarial work normally required before valuation	Bespoke quote provided (typically between £1500 and £2500)
5. Creation of new organisations	£1,000	£1,500 to £2,000 (Dependant on requirements)	Bespoke quote required

*Actuary and legal fees quoted are approximate and represent average costs for this type of work. Actual costs will depend on the work required and any additional questions, comments or new versions of documentation required.