
RULES

THE PENSIONS ACT 2008

The Hybrid Schemes Quality Requirements Rules 2016

The Secretary of State for Work and Pensions, in exercise of the powers conferred by section 24(2), (3) and (4) of the Pensions Act 2008(a), makes the following Rules.

Citation, commencement and interpretation

1.—(1) These Rules may be cited as the Hybrid Schemes Quality Requirements Rules 2016 and take effect on 4th July 2016.

(2) In these Rules—

“the Act” means the Pensions Act 2008;

“the 2010 Regulations” means the Occupational and Personal Pension Schemes (Automatic Enrolment) Regulations 2010(b);

“normal pension age” has the same meaning as in section 181(1) of the Pension Schemes Act 1993(c);

“the paragraph (a) quality requirements” means the requirements for a money purchase scheme under section 20 of the Act (and referred to in relation to hybrid schemes in paragraph (a) of section 24(1) of the Act);

“the paragraph (b) quality requirements” means the requirements for a defined benefits scheme under sections 21 to 23A of the Act(d) (and referred to in relation to hybrid schemes in paragraph (b) of section 24(1) of the Act);

“relevant scheme” has the meaning given by rule 2(2).

Application: general

2.—(1) These Rules apply to any hybrid scheme which falls within any of the descriptions specified in rules 3 to 6.

(2) Any scheme of a description specified in a particular rule is referred to in that rule as “a relevant scheme”.

(3) In relation to each description of a relevant scheme, rules 3 to 6 set out—

- (a) how section 24(1) of the Act is to be applied in order to determine whether a particular scheme satisfies the quality requirements in relation to a jobholder; and
- (b) whether any such requirements are subject to prescribed modifications in their application to such a scheme.

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- (a) 2008 c.30. Section 24 was amended by section 39(1) and (3) of the Pensions Act 2014 (c.19)(“the 2014 Act”). Section 24 has been further amended by the Pension Schemes Act 2015 (c.8)(“the 2015 Act”), but the amendments have not yet been brought into force.
- (b) S.I. 2010/772.
- (c) 1993 c.48.
- (d) Section 21 was substituted by section 24(1) of, and paragraphs 81 and 82 of Schedule 13 to, the 2014 Act. Section 22 was amended by section 11(1) of the Pensions Act 2011 (c.19)(“the 2011 Act”) and section 24(1) of, and paragraphs 81 and 83 of Schedule 13 to, the 2014 Act. Section 23 was substituted by section 11(2) of the 2011 Act. Section 23A was inserted by section 39(1) and (2) of the 2014 Act. Sections 21 and 23A have been further amended by the 2015 Act, but the amendments have not yet been brought into force.

General rule for hybrid schemes

3.—(1) The hybrid schemes specified by this rule—

- (a) are schemes under which the benefits to be paid to or in respect of members include both defined benefits and money purchase benefits; but
- (b) do not include any scheme falling within a description specified in any of rules 4 to 6.

(2) In the application of section 24(1) of the Act to a relevant scheme, treat the provisions of the scheme relating to defined benefits and the provisions of the scheme relating to money purchase benefits as if they provided for benefits under separate schemes and—

- (a) in respect of the money purchase benefits provisions, apply the paragraph (a) quality requirements;
- (b) in respect of the defined benefits provisions, apply the paragraph (b) quality requirements.

(3) For the purposes of paragraph (2), if either the paragraph (a) quality requirements or the paragraph (b) quality requirements are satisfied, it is irrelevant whether the other paragraph's requirements are satisfied.

Sequential hybrid schemes

4.—(1) The hybrid schemes specified by this rule are schemes under which the benefits that will be paid to or in respect of members include both defined benefits and money purchase benefits, where a member of the scheme—

- (a) may not at the same time accrue both defined benefits and money purchase benefits; but
- (b) may, in accordance with scheme rules, cease accruing one description of benefits and start accruing the other.

(2) In the application of section 24(1) of the Act to a relevant scheme—

- (a) apply the general rule set out in rule 3(2); but
- (b) for the purposes of this rule, the paragraph (a) quality requirements and the paragraph (b) quality requirements must each be satisfied in relation to the provisions of the scheme to which they are applied.

Self-annuitising hybrid schemes

5.—(1) The hybrid schemes specified by this rule are schemes under which—

- (a) the rate or amount of pensions or other benefits to be paid to or in respect of members of the scheme on or after their retirement at the normal pension age will be calculated wholly by reference to a payment or payments made by the member or by another person in respect of the member (or transfers or other credits); and
- (b) a number of the pensions or other benefits provided to members of the scheme on or after their retirement at the normal pension age will be paid from the scheme's resources.

(2) In the application of section 24(1) of the Act to a relevant scheme, apply the paragraph (a) quality requirements.

Combination hybrid schemes

6.—(1) The hybrid schemes specified by this rule are schemes under which members accrue both defined benefits and money purchase benefits in respect of the same period of service.

(2) In the application of section 24(1) of the Act to a relevant scheme, treat the provisions of the scheme relating to defined benefits and the provisions of the scheme relating to money purchase benefits as if they provided for benefits under separate schemes and determine which requirements are to apply to the scheme in accordance with paragraphs (3) and (4).

(3) The first step is to apply the general rule set out in rule 3(2) and, if either the paragraph (a) quality requirements or the paragraph (b) quality requirements are satisfied—

- (a) it is irrelevant whether the other paragraph's requirements are satisfied; and
- (b) there is no need to take the second step.

(4) The second step is to determine whether the paragraph (a) quality requirements and the paragraph (b) quality requirements may nevertheless be regarded as being satisfied in accordance with the modifications prescribed by regulation 43 of the 2010 Regulations(a) (which sets out circumstances in which different quality requirements can be satisfied in aggregate).

Schemes where more than one rule applies

7.—(1) The hybrid schemes specified by this rule are schemes under which—

- (a) the benefits to be paid to or in respect of members of the scheme on or after their retirement are such that, if the scheme provided only those benefits, it would fall within any description of schemes specified in rules 3 to 6; and
 - (b) other such benefits of any description which are such that, if the scheme provided only benefits of that description, it would fall within any other description of schemes specified in rules 3 to 6.
- (2) In the application of section 24(1) of the Act to a relevant scheme—
- (a) treat the provisions of the scheme which provide for the different descriptions of benefits within paragraph (1)(a) or (b) as if they provided for benefits under separate schemes; and
 - (b) in respect of each such separate scheme, apply the quality requirements which, in accordance with rules 3 to 6, would apply to the scheme.

Signed by authority of the Secretary of State for Work and Pensions.

Date

20/6/16



Name
Minister of State
Department for Work and Pensions

(a) Regulation 43 was amended by S.I. 2012/215.