



Your Island Pension (YIP) – Guernsey Secondary Pensions Fact Sheet

The pension built for you. Easy, simple, affordable.

🔍 Objective






The States of Guernsey are introducing a mandatory employer-sponsored pension regime – equivalent to UK auto-enrolment. It is called Secondary Pensions.

This is to combat pensioner poverty, which is a real risk, as it is believed that up to 60% of the Guernsey working population are not contributing to a pension and we are all living longer.

The State Pension will not be sufficient to provide everyone with enough in retirement, and Secondary Pensions will help to address this.

▶ When does it start?

It will be phased in over time depending on the size of the employee population.

July 2024	26+ employees		July 2025	2 – 5 employees	
October 2024	11 – 25 employees		October 2025	1 employee	
January 2025	6 – 10 employees				

📋 How much will we need to contribute?

The level of contributions will be phased over eight years to help people budget. Both employers and employees will need to contribute to an employee’s pension, however both can pay more or the employer can choose to pay on behalf of the employee.

The minimum contribution levels set out by the States of Guernsey are:

	2024	2025	2026	2027	2028	2029	2030	2031	2032
Employer	1%	1%	1%	2%	2%	3%	3%	3%	3.5%
Employee	1%	1%	1.5%	2%	3%	4%	5%	6%	6.5%
Overall	2%	2%	2.5%	4%	5%	7%	8%	9%	10%

💡 What do I need to do as an employer?

- If you already have an occupational scheme in place, this will need to be reviewed to ensure it satisfies the new Secondary Pensions rules.
- You can set up a new occupational scheme to comply with the Secondary Pensions rules. Sovereign Pension Services can assist.
- You can enrol into the ‘Your Island Pension Scheme’, which has been developed by the States of Guernsey as an accessible-to-all solution.

★ Want to know more? Please contact:



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