

Local Government Pension Scheme Regulations 2013 (as amended) and other related Local Government Pension Scheme legislation

Areas where the Council is required to prepare and publish a written statement on how they will exercise certain discretions under the new Scheme

Regulations	Policy
<p>Regulation 16(2)(e) & 16(4)(d) - Additional pension contributions</p> <p>Discretion: whether, how much, and in what circumstances the Council will contribute to a shared cost additional pension contribution (SCAPC) scheme.</p> <p>Where an active member elects to pay additional pension contributions to purchase extra annual pension of up to £6,500 (amount at 1 April 2014), the Scheme employer may contribute towards the cost.</p>	<p>The Council will not normally exercise this discretion, other than in exceptional circumstances with Members' agreement where it can be demonstrated that there is a clear financial, operational or strategic benefit to the Council in doing so.</p>
<p>Regulation 30(5) & 30(8) and transitional regulations - Benefits on voluntary retirement, and early payment of deferred benefits</p> <p>Discretion: whether to waive, in whole or in part, actuarial reduction where a member voluntarily draws their benefits before normal pension age.</p> <p>Where a member who has attained age 55 but has not attained normal pension age ceases their employment they may elect to receive immediate payment of their accrued retirement benefits. The Scheme employer may waive in whole or in part any actuarial reduction for early payment.</p> <p>Additionally, where a person was a member of the LGPS before 1 October 2006, the Scheme employer may preserve the transitional arrangements that were introduced in 2006 enabling a member whose age and scheme membership add up to 85 (rule of 85) to receive unreduced pension benefits.</p>	<p>A Chief Officers' Panel is authorised to consider applications from staff aged 55 and over for early retirement without enhancement. The Panel may exercise discretion to waive any actuarial reduction of pension benefits in individual cases based on the demonstrable benefits of the business case including the cost, impact on the service, officer's contribution to the service and any compassionate grounds.</p>

<p>Regulation 30(6) & 30(8) and transitional regulations - Benefits on flexible retirement</p> <p>Discretion: whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement) and whether to waive any actuarial reduction that would otherwise apply.</p> <p>Where an active member who has attained the age of 55 reduces their working hours and/or grade of employment, the Scheme employer may consent to the immediate payment of all or part of their accrued retirement pension. The Scheme employer may waive in whole or in part any actuarial reduction for early payment.</p>	<p>The Council has adopted a Flexible Retirement Policy under which a Chief Officers' Panel may agree to release an employee's pension benefits whilst allowing them to continue working for the Council on the basis of a reduced salary resulting from a reduction in their hours and/or grade. The policy requires that the employee is aged 55 or over and that there is a sound business case for any such decision taking any cost, service impact/benefit, the employee's contribution to the Council's service to date and any compassionate grounds into account.</p>
<p>Regulation 31 - Award of additional pension</p> <p>Discretion: whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency.</p> <p>An employer may award an active member, or a member who left employment by reason of redundancy or business efficiency, an additional annual pension up to £6,500 (1 April 2014).</p>	<p>The Council will not normally exercise this discretion, other than in exceptional circumstances with Members' agreement where it can be demonstrated that there is a clear financial, operational or strategic benefit to the Council in doing so.</p>