Loggerheads Parish Council

LGPS Discretions Policy for Loggerheads Parish Council LGPS 2014 Scheme, Pension Fund

Discretion and Regulation	Policy on Individual Discretions
1. Reg 31: Whether to grant additional pension to a member (up to £6500pa).	Loggerheads Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express permission of the HR Committee after consideration of the costs that would apply.
2. Reg 16(2)e and Reg 16(4)d: Whether to make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this). (Note: this discretion only relates to cases when the member is working as normal rather than absent from work with permission but no pensionable pay – in the latter scenario, employers must fund it if necessary.)	Loggerheads Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express permission of the HR Committee after consideration of the costs that would apply.
3. Reg 30(6) Whether all or some pension benefits can be paid if a member aged 55 or over reduces their hours/grade and continues to work ('flexible retirement').	Loggerheads Parish Council will consider employee requests to take flexible retirement on a case by case basis after taking into account factors such as service delivery. The HR Committee will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.
4. Reg 30(8) Waiving actuarial reduction on flexible retirement.	Loggerheads Parish Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the HR Committee.
5. Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) for both active and	Loggerheads Parish Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the express permission of the HR

deferred members.	Committee after considering the costs that would apply.
6. Regs 22(8 and 9) Whether to extend 12-month period to separate previous LG service.	Loggerheads Parish Council will not allow an option to combine previous LG service.
7. Reg 9(3) Determine rate of employees' contributions.	Loggerheads Parish Council will review all employees' contribution bands when there has been contractual change to a member's salary or hours at some point during the year. A member's contribution rate will not be reviewed as the result of one-off additional payments (such as honoraria).
8. Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.	Loggerheads Parish Council will not allow an option to combine previous non-LG service.

Note: These regulations are from the Local Government Pension Scheme Regulations 2013, in force from 1st April 2014.