



Name of Employer **CRANLEIGH PARISH COUNCIL**

EXERCISE OF PENSION DISCRETIONS REGULATION 60 OF THE LOCAL GOVERNMENT PENSION SCHEME REGULATIONS 2013

<u>Reference:</u>	<u>Discretion</u>	<u>SCC Employer's Policy</u>	<u>Employer's Policy</u>
<p>Regulation 31</p> <p>Power of employing authority to award additional pension to an active member or within 6 months of leaving to a member whose employment is terminated on redundancy/efficiency grounds.</p> <p>See 7(i) of LGE guidance</p> <p>Regulation 16 (2)(e) & (4)(d)</p> <p>Power of employing authority to voluntarily contribute towards the cost of purchasing extra pension through a Shared Cost Additional Pension Contribution (SCAPC).</p> <p>See 7(ii) of LGE</p>	<p>To award an additional pension of up to £6,500 a year.</p> <p>See note (i)</p>	<p>There should be no general application of the power to award an additional pension of up to £6,500 a year to a scheme member.</p> <p><i>There should be no general application of voluntarily contributing towards the cost of purchasing a SCAPC for a scheme member.</i></p> <p><i>[Note: This policy does not apply where an employer contribution is compulsory (i.e. in cases of unpaid leave where the member elects</i></p>	<p>There should be no general application of the power to award an additional pension of up to £6,500 a year to a scheme member.</p> <p>There should be no general application of voluntarily contributing towards the cost of purchasing a SCAPC for a scheme member</p>

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guidance		<i>within 30 days of returning to work).]</i>	
<p>Regulation 30 (6)</p> <p>Power of employing authority to grant flexible retirement</p> <p>Power of employing authority to waive in whole or in part any actuarial reduction that would otherwise be applied.</p> <p>See 7 (iii) of LGE guidance</p>	<p>To permit members who are aged 55 or over who voluntarily reduce their working hours or grade to draw their accrued pension and continue working for the employer.</p> <p>To consider waiving any actuarial reductions that would otherwise be applied.</p> <p>See note (ii) and note (iii)</p>	See attached policy.	<p>There should be no general application of allowing all or some pension benefits to be paid if a member aged 55 or over reduces their hours/grade and continues to work (flexible working).</p> <p>There should be no general application of waiving actuarial reductions that would otherwise be applied.</p>
<p>Regulation 30 (8)</p> <p>Waiving of all or part of an actuarial reduction to pension benefits payable to an employee who requests early retirement</p> <p>See 7 (iv) and (v) of LGE guidance</p>	<p>Employees aged 55 or over may retire voluntarily (without their employer's permission) and request payment of their pension benefits. The council may waive all or part of the actuarial reduction that would normally apply to allow for early payment of the benefits.</p>	<p>The benefits payable will normally be reduced to ensure there is no cost to the council.</p> <p>However, in exceptional circumstances, when it is in the operational interests of the council or on compassionate grounds, the council may waive all or</p>	<p>The benefits payable will normally be reduced to ensure there is no cost to the council.</p> <p>However, in exceptional circumstances, when it is in the operational interests of the council or on compassionate grounds, the council may waive all or part of the reduction if</p>

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	See note (ii)	<p>part of the reduction if the employee's circumstances satisfy the criteria contained in the council's early retirement scheme for waiving the reduction.</p> <p><i>[Note: The Council's policy under Regulation 30 (8) also reflects our discretion under Schedule 2 of the Transitional Regulations as to whether or not to switch on the 85 year rule. We will not switch on the 85 year rule apart from in the circumstances above. But it is important to note this <u>does not</u> mean the member will not have any 85 year rule protections – it means that the protections will still be applied but only to the extent that there is no cost to the employer.]</i></p>	employee's circumstances are agreed by the Council and satisfy any criteria laid down by legislation.

<u>Reference:</u>	<u>Discretion</u>	<u>SCC Employer's Policy</u>	<u>Employer's Policy</u>
<p>Regulation 30 (8)</p> <p>Waiving of all or part of an actuarial reduction to the pension benefits payable to a former employee who requests early retirement.</p> <p>See 7 (iv) and (v) of LGE guidance</p>	<p>Former employees aged 55 or over may request early payment of their pension benefits. The council may waive all or part of the actuarial reduction that would normally apply to allow for early payment of the benefits.</p> <p>See note (ii)</p>	<p>The benefits payable will normally be reduced to ensure there is no cost to the council.</p> <p>However, in exceptional circumstances, the council may waive all or part of the reduction on compassionate grounds if the employee's circumstances satisfy the criteria contained in the council's early retirement scheme.</p>	<p>The benefits payable will normally be reduced to ensure there is no cost to the council.</p> <p>However, in exceptional circumstances, the council may waive all or part of the reduction on compassionate grounds if the employee's circumstances are agreed by the Council and satisfy any criteria laid down by legislation.</p>

I CERTIFY THAT THE ENTRIES CONTAINED IN THE LAST COLUMN OF THE ABOVE TABLE ACCURATELY REFLECT THIS EMPLOYER'S POLICY STATEMENT REGARDING THE PENSION DISCRETIONS SET OUT ABOVE. ANY AMENDMENT TO THE POLICY WILL BE NOTIFIED TO THE ADMINISTERING AUTHORITY WITHIN ONE MONTH OF THE DECISION BEING TAKEN.

16th April 2015

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Signed

Position Held

NOTES

In preparing, or reviewing and making revisions to, its policy statement, an employing authority must have regard to the extent to which the exercise of any of the functions in accordance with its policy could lead to a serious loss of confidence in the public service.

- (i) The employing authority must pay the capitalised cost of awarding these benefits to the pension fund. This would normally be by payment of an immediate lump sum but as an alternative it may be possible to make 3 annual payments.
- (ii) Any cost associated with granting flexible retirement and/or waiving any actuarial reduction must be paid to the pension fund by the employing authority. This would normally be by payment of an immediate lump sum but as an alternative it may be possible to make 3 annual payments.
- (iii) There may be a cost to the employer of awarding flexible retirement (even where no reductions are being waived) if a member has met, or would have met, the 85 year rule before age 60. (The 85 year rule is the persons age plus number of year's contributions)

Agreed May 2015

Review April 2017