



Moretonhampstead Parish Council, Green Hill, Fore Street, Moretonhampstead TQ13 8LL
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Pension Discretions Policy

The LGPS Regulations 2013

and

The LGPS Regulations 2014

(Transitional Provisions and Savings)

and

The LGPS Regulations 2008

(Benefits, Membership and Contributions)

Employer name: Moretonhampstead Parish Council

Policy effective from: 6th March 2018

These policies may be subject to review from time to time. Affected employees will be notified of any subsequent change to this Policy Statement.

Signed on behalf of: Moretonhampstead Parish Council

Signature of authorised officer:

Date:

Print name of authorised officer: Jane Willis

Job title: Chairman

LGPS 2013 & 2014 discretions

Regulation R16 (2) (e) and R16 (4) (d)

Shared Cost Additional Pension Scheme

An employer can choose to pay for or contribute towards a member's Additional Pension Contract via a Shared Cost Additional Pension Contract (SCAPC)

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation R16 (2) (e) and R16 (4) (d) on the grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Regulation R17 (1) and TP15 (1) (d) and A25 (3) and definition of SCAVC in RSch 1

Shared Cost Additional Voluntary Contribution Arrangement

An employer can choose to pay for or contribute towards a member's Additional Voluntary Contribution arrangement entered into on or after 1 April 2014 through a shared cost AVC.

An employer can choose to pay for or contribute towards a member's Additional Voluntary Contribution arrangement entered into **before** 1 April 2014 through a shared cost AVC.

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation R17 (1) and TP15 (1) (d) and A25 (3) and definition of SCAVC in RSch 1 on the grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Regulation R30 (6) and TP11 (2)

Flexible Retirement (Requires a separate policy)**

Employers may allow a member from age 55 onwards to draw all or part of the pension benefits they have already built up while still continuing in employment. This is provided the employer agrees to the member either reducing their hours or moving to a position on a lower grade.

In such cases, pension benefits will be reduced in accordance with actuarial tables unless the employer waives reduction on compassionate grounds or a member has protected rights.

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation R30 on the grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Regulation R30 (8) , TP3 (1), TPSch2, Para 2(1), B30 (5) and B30 (A) (5)

Waiving of actuarial reduction

Employers have the power to waive, on compassionate grounds, the actuarial reduction (in whole or part) applied to members' benefits paid on the grounds of flexible retirement.

Employers may also waive, on compassionate grounds, the actuarial reduction (in whole or part) applied to members' benefits for deferred members and suspended tier 3 ill health pensioners who elect to draw benefits on or after age 60 and before normal pension age.

Employers also have the power to waive, in whole or in part, the actuarial reduction applied to active members' benefits when a member chooses to voluntarily draw benefits on or after age 55 before age 60 and on or after age 60 and before Normal Pension Age (NPA).

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation R30 on the grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Regulation TPSch 2, para 2 (2) and 2 (3)

Power of employing authority to 'switch on' the 85 year rule

An employer can choose whether to switch on the 85 year rule for members who voluntarily retire on or after age 55 and before age 60.

An employer can also choose to waive, on compassionate grounds, the actuarial reduction applied to benefits for a member voluntarily drawing benefits on or after age 55 and before age 60.

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation TPSch 2, para 2 (2) and 2 (3) on the grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Regulation R31

Power of employing authority to grant additional pension

An employer can choose to grant additional pension to an active

Policy decision

Moretonhampstead Parish Council will not exercise discretion Regulation R31 on the

member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £6,500* per annum). (*the figure of £6,500 will be increased each April under Pensions Increase Orders)

grounds of cost, except in the most exceptional circumstances where there is clear merit or where cost to the council is not considered to be significant or material.

Policies not required but recommended:	
R22 (8) (b) - Whether to extend the 12 month option period for a member to elect that post 31st March 2014 deferred benefits should not be aggregated with a new employment	We can consider discretion R22(8)(b)
R22 (7) (b) - Whether to extend the 12 month option period for a member to elect that post 31st March 2014 deferred benefits should not be aggregated with an ongoing concurrent employment	This discretion does not apply
R100 (6) - Extend normal time limit for acceptance of a transfer value beyond 12 months from joining the LGPS	We could consider this
R9(1) & R9(3) - Determine rate of employees' contributions and when the contribution rate will be assessed	This will be applied as and when there is a change in the employee's salary