

# Hullbridge Parish Council

## Pensions Policy Discretions under LGPS Regulations 2013

Under the LGPS Regulations 2013 effective from 1 April 2014, Hullbridge Parish Council has prepared and published a written statement on how it will exercise the various discretions provided by LGPS 2014, LGPS 2008, LGPS 1997, Compensation and Injury Allowances Regulations

This document includes discretionary policies for LGPS Regulations 2013 as required by regulation 60, LGPS (Administration) Regulations 2008 as required by regulation 66 and 1997 LGPS Regulations as required by regulation 106 (for pre 1 April 2008 leavers and/or councillor members as applicable).

<b>Discretion</b>	<b>Regulation</b>	<b>Policy</b>
Whether, how much, and in what circumstances to contribute to a shared cost APC scheme.	R16(2)(e) & R16(4)(d)	Hullbridge Parish Council will not consider contributing to a shared cost APC scheme unless there are compelling business reasons which warrant such consideration.
Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement).	R30(6) & TP11(2)	Hullbridge Parish Council will consent to the payment of benefits on flexible retirement if a member reduces their hours by at least 25% or one grade.
Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.	R30(8)	Hullbridge Parish Council will not consider waiving actuarial reductions on a flexible retirement unless there are compelling business reasons which warrant such consideration.
Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age.	R30(8)	Hullbridge Parish Council will not consider waiving actuarial reductions on a retirement before normal pension age unless there are compelling business reasons which warrant such consideration.

<b>Discretion</b>	<b>Regulation</b>	<b>Policy</b>
Whether to "switch on" the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	TPSch 2, paras 1(2) and 2(2)	Hullbridge Parish Council will not consider "switching on" the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60 unless there are compelling business reasons which warrant such consideration.
Whether to waive, any actuarial reduction on pre and/or post April 2014 benefits.	TP3(1), TPsch 2, paras 2(1) and 2(2), B30(5) and B30A(5)	Hullbridge Parish Council will not consider waiving actuarial reductions on pre and or post 2014 benefits unless there are compelling business reasons which warrant such consideration.
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 (by up to £6,500.00 p. a.).	R31	Hullbridge Parish Council will not consider granting additional pension to a member ceasing to be an active member by reason of redundancy or business efficiency unless there are compelling business reasons which warrant such consideration.
<b>Additional Policy Statements of Employer Discretions</b>		
Determine rate of employee's contributions	R9(1) 7 R9(3)	Hullbridge Parish Council will allocate employees to a contribution band following an assessment on 1 April of their expected actual pensionable pay for the following 12 months.
In determining Assumed Pensionable Pay, whether a lump sum payment made in the previous 12 months is a "regular lump sum"	R21(5)	Hullbridge Parish Council will determine that a bonus paid in a previous year is not a regular payment for the purposes of calculating AAP.
Extend normal time limit for acceptance of a transfer value beyond 12 months from joining the LGPS	R100(68)	Hullbridge Parish Council will not extend the time limit for acceptance of a transfer value beyond 12 months from an employee joining the LGPS.

