

St Just in Roseland Parish Council



Local Government Pension Scheme Discretions Policy

Under the Local Government Pension Scheme (LGPS) Regulations 2013, all employers are required to prepare and publish a written statement on how it will exercise the various discretions.

| | Policy Decision |
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| Shared Cost Additional Voluntary Contributions Scheme An employer can choose to pay for or contribute toward a member's Additional Pension Contract. | St Just in Roseland Parish Council can contribute to Additional Voluntary Contributions. |
| Flexible Retirement Employers may allow a member from the age of 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 | St Just in Roseland Parish Council can consider employee requests to take flexible retirement on an individual case basis after considering business needs and costs that may apply. |
| Early Retirement on Compassionate Grounds An employer can permit early retirement on compassionate ground | St Just in Roseland Parish Council can permit early retirement on compassionate grounds on an individual case basis after considering business needs and costs that may apply. |
| 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 and before age 60. | St Just in Roseland Parish Council can consider waiving of actuarial reduction on an individual case basis after considering business needs and costs that may apply. . |
| Shared Cost Additional Pension Scheme An employer can elect within 30 days of returning to work to pay for a shared cost additional pension contribution (SPAPC) to cover the amount of pension "lost" during that period of absence. | St Just in Roseland Parish Council can extend the 30 day deadline on an individual case basis after considering business needs and costs that may apply. |

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| <p>Power of employing authority to “switch on” the 85 year rule</p> <p>An employer can choose whether to “switch on” the 85 rule for members who voluntarily retire on or after age 55 and before age 60. (The 85 rule is where the employee’s age and length of service totals 85 – prior to 2014 the employee could retire with unreduced benefits with the consent of the employer. As the decision to retire early now rests with the employer the LGPS 2014 regulations automatically “switch off” the 85 rule). 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 60.</p> | <p>St Just in Roseland Parish Council will not “switch on” the 85 year rule for early retirement.</p> |
| <p>12 Month Time limit for transfers into the LGPS</p> <p>There is a time limit of 12 months to transfer existing pension benefits from previous employments into the Cornwall Pension Fund</p> | <p>St Just in Roseland Parish Council can extend the 12 month time limit up to two years for employees to request Cornwall Pension Fund to investigate the option of transferring any pension benefits from previous employments into the Cornwall Pension Fund.</p> |
| <p>Power of Employing Authority to grant additional pension</p> <p>An employer can choose 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>St Just in Roseland Parish Council can permit additional pension on an individual case basis after considering business needs and costs that may apply.</p> <p>St Just in Roseland Parish Council will permit employees the option of paying in additional pension at no additional expense to the council.</p> |

Adopted – 01.02.2021

Reviewed February 2024

Next Review February 2028