



# **LGPS EMPLOYER'S DISCRETIONS POLICY FOR DONNINGTON AND MUXTON PARISH COUNCIL LGPS 2014 Scheme**

## **SHROPSHIRE COUNTY PENSION FUND**

### **Under the Local Government Pension Scheme Regulations**

Employers are required to formulate, publish and keep under review a policy statement in relation to the exercise of a number of discretions under the Local Government Pension Scheme (LGPS).

<b>DISCRETION &amp; REGULATION</b>	<b>POLICY ON INDIVIDUAL DISCRETIONS</b>
<b>1). Reg 31: Whether to grant additional pension to a member (up to £6500pa)</b> <i>(Required in Policy Statement)</i>	<i>Donnington and Muxton Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed recommendation by the Staff and Personnel Committee to Council for ratification after consideration of the costs that would apply.</i>
<b>2). Reg 16(2)e &amp; Reg 16(4)d: Whether to it make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this) –</b> <b>[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.]</b> <i>(NEW - Required in Policy Statement)</i>	<i>Donnington and Muxton Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed recommendation by the Staff and Personnel Committee to Council for ratification after consideration of the costs that would apply.</i>
<b>3). Reg 30(6) Whether all or some pension benefits can be paid if an member aged 55 or over reduces their</b>	<i>Donnington and Muxton 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 Staff and Personnel Committee will be</i>

<b>hours/grade and continues to work</b> <b>("flexible retirement")</b> <i>(Required in Policy Statement)</i>	<i>responsible for agreeing (or otherwise) to all requests to take flexible retirement.</i>
<b>4). Reg 30(8) Waiving actuarial reduction on flexible retirement.</b> <i>(Required in Policy Statement)</i>	<i>Donnington and Muxton Parish Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Staff and Personnel Committee</i>
<b>5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active and deferred members</b> <i>(Required in Policy Statement)</i>	<i>Donnington and Muxton Parish Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Staff and Personnel Committee after considering the costs that would apply.</i>
<b>6). Regs 22(8 &amp; 9) Whether to extend 12-month period to separate previous LG service.</b> <i>(Not Mandatory in Policy Statement but please complete)</i>	<i>Donnington and Muxton Parish Council will only allow an extension to the 12-month period to separate previous LG service where it can be reasonably shown that the member was not provided with the required information within six months of starting.</i>
<b>7). Reg 9(3) Determine rate of employees' contributions.</b> <i>(Not Mandatory in Policy Statement but please complete)</i>	<i>Donnington and Muxton Parish Council will only review all employees contribution band as at 1 April each year. Hence, when a member salary or hours change (either temporarily or permanently) during the year, the member will remain on the same employee contribution rate until the following April.</i>
<b>8). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</b> <i>(Not Mandatory in Policy Statement but please complete)</i>	<i>Donnington and Muxton Parish Council will only allow an extension to the 12-month period to combine previous non-LG service where it can be shown that the member was not provided with the required information within six months of starting.</i>

### **Abbreviations**

**"Reg 16(2)e" means Regulation 16(2)e of the Local Government Pension Scheme Regulations 2013 [which apply from 1 April 2014]**

*Approved by Council on 13<sup>th</sup> April 2015.  
Reviewed by Council on 11<sup>th</sup> December 2019.*