

Local Government Pension Scheme Regulations – Employer Discretions
Lanchester Parish Council as an Employer in the
Durham County Council Pension Fund

DISCRETION & REGULATION	POLICY
Whether to grant additional pension to a member (up to £6,500 a year) [R31]	The Council will only consider exercising this discretion where it is in the Council's financial interests to do so.
Whether to allow the rule of 85 to be "switched on" for members who would normally meet the rule but who will not if they draw the benefits age 55-59 [TPSch2, para 1(1)(c)]	The Council will only consider exercising this discretion where it is in the Council's financial interests to do so.
Waiving actuarial reduction on early retirement (age 55+) – for both active, deferred members & suspended tier 3 ill health pensions [R30(8)]	The Council will only consider exercising this discretion where it is in the Council's financial interests to do so.
Whether to it make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this) [R16(2)e & R16(4)d]	<p>The Council will only consider exercising this discretion where it is in the Council's financial interests to do so.</p> <p>Note: for cases where a member has a period of authorised unpaid leave of absence and chooses within 30 days of return to work to pay a Shared Cost APC to cover the amount of pension 'lost' during that period of absence, the employer must contribute 2/3rds of the cost to a Shared Cost APC; there is no discretion)</p>

Local Government Pension Scheme Regulations – Employer Discretions
Lanchester Parish Council as an Employer in the
Durham County Council Pension Fund

DISCRETION & REGULATION	POLICY
<p>Whether all or some pension benefits can be paid if an member aged 55 or over reduces their hours/grade and continues to work (“flexible retirement”), and whether to waive some or all of any actuarial reduction that applies on flexible retirement.</p> <p>[R30(6) & R30(8)]</p>	<p>The Council will consider applications for “flexible retirement” on an individual basis. Decisions will be made on the merits of each case, considered in the following context:</p> <ol style="list-style-type: none"> 1) The proposed reduction in hours or grade required to facilitate flexible retirement must be compatible with the requirements of the Service. 2) If a reduction in hours is proposed, it must be by a minimum of 20%. 3) A flexible retirement request which causes a cost to the Council (including any request to waive some or all of the actuarial reductions that apply) would normally be refused except in exceptional circumstances, for example <ol style="list-style-type: none"> a) where the Council deems it to be in the interests of the Council to pay the cost and there are sound financial reasons for doing so. Any recommendation must be approved by the Council or b) on the grounds of compassion where in the opinion of the Council, the special factors surrounding the application, along with the appropriate supporting evidence provided, justify such a recommendation. Any such recommendation should also take into account the Council's ability to meet the cost of granting such a request.
<p>Whether, how much, and in what circumstances to contribute to a shared-cost Additional Voluntary Contribution (SCAVC) arrangement</p> <p>[R17(1) & Definition of SCAVC in Schedule 1]</p>	<p>The Council does not propose to establish a SCAVC arrangement at the present time. The potential introduction of such arrangements will be reviewed when the Council element of the Pension Fund is certified by the Actuary as being fully funded i.e. that assets cover 100% of liabilities</p>

Local Government Pension Scheme Regulations – Employer Discretions
Lanchester Parish Council as an Employer in the
Durham County Council Pension Fund

DISCRETION & REGULATION	POLICY
<p>Whether to extend 12-month period to separate previous LG service.</p> <p>[R22(8)&(9)]</p>	<p>The Council (as a Scheme Employer) will only allow an extension to the 12-month period to separate previous local government service in exceptional circumstances, for example where it can be reasonably shown that the member was not provided with the required information within 9 months of starting employment.</p>
<p>Determine rate of employees' contributions.</p> <p>[R9(3)]</p>	<p>The Council will review all employees contribution band as at 1 April each year, and in addition whenever an employee's contractual hours or rate of pay changes.</p>
<p>Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p> <p>[R100(6)]</p>	<p>The Council (as a Scheme Employer) will only allow an extension to the 12-month period to transfer-in non-local government pension rights in exceptional circumstances, for example where it can be reasonably shown that the member was not provided with the required information within 9 months of starting employment.</p>

Local Government Pension Scheme Regulations – Employer Discretions
 Lanchester Parish Council as an Employer in the
 Durham County Council Pension Fund

DISCRETION & REGULATION	POLICY
<p>Whether or not, when calculating assumed pensionable pay when a member is:</p> <ul style="list-style-type: none"> • on reduced contractual pay or no pay on due to sickness or injury, or • absent during ordinary maternity, paternity or adoption leave or during paid additional maternity, paternity or adoption leave, or • absent on reserve forces service leave, or • retires with a Tier 1 or Tier 2 ill health pension, or • dies in service <p>to include in the calculation the amount of any 'regular lump sum payment' received by the member in the 12 months preceding the date the absence began or the ill health retirement or death occurred. A 'regular lump sum payment' is a payment for which the member's employer determines there is a reasonable expectation that such a payment would be paid on a regular basis</p> <p>[R21(4)(a)(iv), R21(4)(b)(iv) and R21(5)]</p>	<p>As the Council rarely makes any 'regular lump sum payments', this decision will be taken on a case by case basis.</p>