



BRIDGNORTH TOWN COUNCIL

Pensions and Retirement Policy - Employer discretions

Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014.

Employer Discretion	Regulation	Bridgnorth Town Council's Adopted response to the discretion
Whether, how much and in what circumstance to contribute to a shared cost APC scheme	R16(2)(e) & R16 (4)(d)	Bridgnorth Town Council will not exercise this discretion
Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)	R30(6) & TP11(2)	<p>Bridgnorth Town Council is prepared to consider this discretion on a case by case basis.</p> <p>Requests will only be considered if an employee is reducing the hours of their current job by a significant per cent number of hours or are transferring to another job which has significantly fewer hours or is at a lower grade.</p> <p>Employees who have flexibly retired may not subsequently apply for positions that would result in either an increase in hours or being paid at a higher grade.</p>
Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement	R30(8)	Bridgnorth Town Council will not exercise this discretion.
Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age		Bridgnorth Town Council will not exercise this discretion
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, para 2(2)	Bridgnorth Town Council will not exercise this discretion
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits from pre 1/4/14 membership where the employer has 'switched-on' the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	TPSch 2, para 2(3)	Bridgnorth Town Council will not exercise this discretion

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 p.a.)	R31	Bridgnorth Town Council will not exercise this discretion
--	-----	---

Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended)

Employer Discretion	Regulation	Bridgnorth Town Council's adopted response to the discretion
Whether, for a member leaving on the grounds of redundancy or business efficiency on or before 31 March 2014, to augment membership (by up to 10 Years). The resolution to do so would have to be made within 6 months of the dated of leaving, hence this discretion is spent entirely after 30 September 2014	B12	Bridgnorth Town Council will not exercise this discretion
Whether to grant application for early payment of deferred benefits on or after age 55 and before age 60	B30(2)	Bridgnorth Town Council is prepared to consider this discretion on a case by case basis
Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under B30	B30(5)	Bridgnorth Town Council will not exercise this discretion
Whether to grant an application for early payment of a suspended tier 3 ill health pension on or after age 55 and before age 60	B30A(3)	Bridgnorth Town Council is prepared to consider this discretion on a case by case basis
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A	B30A(5)	Bridgnorth Town Council is prepared to consider this discretion on a case by case basis

**Local Government Pension Scheme (Benefits, Membership and Contributions)
Regulations 2007 (as amended)**

Employer Discretion	Regulation	Bridgnorth Town Council's adopted response to the discretion (as previously adopted)
Grant application from a post 31.3.98/pre 01.04.08 leaver for early payment of benefits on or after age 50/55 and before age 60	31(2)	Bridgnorth Town Council does not intend to grant consent to applications for the implementation of Regulation 31(2)
Waive, on compassionate grounds, the actuarial reduction applied to benefits paid early for a post 31.03.98/pre 01.04.08 leaver	31(5)	Bridgnorth Town Council does not intend to grant consent to applications for the implementation of Regulation 31(5)
Pre 01.04.08 employee optants out only to get benefits paid from NRD is employee agrees	31(7)A	Bridgnorth Town Council does not intend to grant consent to applications for the implementation of Regulation 31(7)A