

Hadley and Leegomery Parish Council

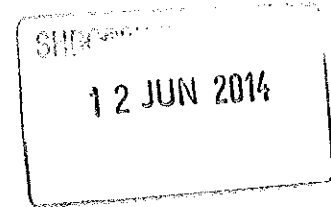
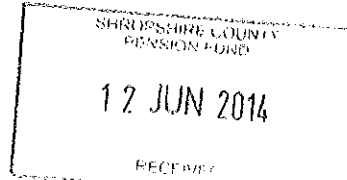
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Rebecca Purfit
Pensions Communication Officer
Shropshire County Pension Fund
The Guildhall
Frankwell Quay
Shrewsbury
SY3 8HQ



10th June 2014

Dear Rebecca

LGPS 2014 EMPLOYER DISCRETIONS POLICIES

The Parish Council has adopted revised and additional Employer Discretion Policies to take account of the 2014 scheme regulations, and a copy is enclosed as requested.

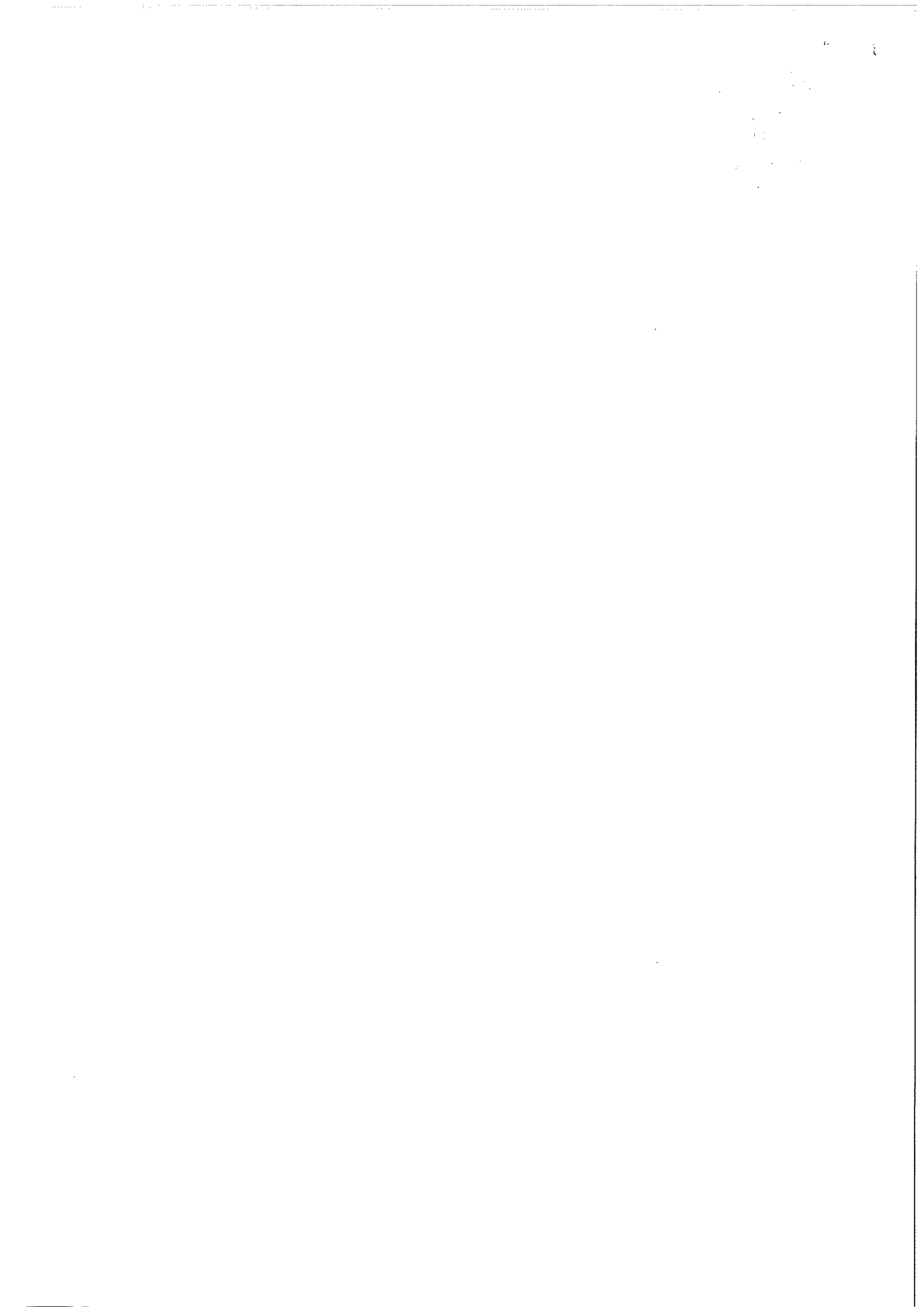
Yours sincerely

A handwritten signature in black ink, appearing to read 'Colin Potts'.

Colin Potts
Clerk of the Council

Clerk: Colin Potts

Chairman: Councillor John Smart



SHROPSHIRE COUNTY COUNCIL
PERSONNEL DEPARTMENT
12 JUN 2014
RECEIVED

HADLEY AND LEEGOMERY PARISH COUNCIL

**LGPS EMPLOYER'S DISCRETIONS POLICY STATEMENT
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).

DISCRETION & REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
<p>1). Reg 31: Whether to grant additional pension to a member (up to £6500pa) <i>(Required in Policy Statement)</i></p>	<p><i>Hadley and Leegomery Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express recommendation of the Personnel Committee to Council for ratification after consideration of the costs that would apply.</i></p>
<p>2). Reg 16(2)e & 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) – [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.] <i>(NEW - Required in Policy Statement)</i></p>	<p><i>Hadley and Leegomery Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express recommendation of the Personnel Committee to Council for ratification after consideration of the costs that would apply.</i></p>
<p>3). Reg 30(6) 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") <i>(Required in Policy Statement)</i></p>	<p><i>Hadley and Leegomery 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 and cost. The Personnel Committee will be responsible for making a recommendation to the Council for ratification.</i></p>

<p>4). Reg 30(8) Waiving actuarial reduction on flexible retirement. (Required in Policy Statement)</p>	<p><i>Hadley and Leegomery Parish Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following a full assessment of the cost. The Personnel Committee will be responsible for making a recommendation to the Council for ratification.</i></p>
<p>5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active and deferred members (Required in Policy Statement)</p>	<p><i>Hadley and Leegomery Parish Council will only waive the actuarial reduction on early retirement in exceptional circumstances following a full assessment of the cost. The Personnel Committee will be responsible for making a recommendation to the Council for ratification.</i></p>
<p>6). Regs 22(8 & 9) Whether to extend 12-month period to separate previous LG service. (Not Mandatory in Policy Statement but please complete)</p>	<p><i>Hadley and Leegomery 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></p>
<p>7). Reg 9(3) Determine rate of employees' contributions. (Not Mandatory in Policy Statement but please complete)</p>	<p><i>Hadley and Leegomery Parish Council will review all employees' contribution band as at 1 April each year, and on any change in actual basic salary.</i></p>
<p>8). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights. (Not Mandatory in Policy Statement but please complete)</p>	<p><i>Hadley and Leegomery 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></p>

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 3rd June 2014 – Minute Reference 109/14

