



**LGPS EMPLOYER'S
DISCRETIONS POLICY FOR
Princes Risborough Town Council
LGPS 2014 Scheme**

| DISCRETION & REGULATION | POLICY ON INDIVIDUAL DISCRETIONS |
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| <p>1). Reg 31: Whether to grant additional pension to a member (up to £6500pa)</p> | <p>Princes Risborough Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Admin/HR Committee after consideration of the costs that would apply.</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.]</p> | <p>Princes Risborough Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Admin/HR Committee after consideration of the costs that would apply.</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”)</p> | <p>Princes Risborough Town 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 Admin/HR Committee will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.</p> |
| <p>4). Reg 30(8) Waiving actuarial reduction on flexible retirement.</p> | <p>Princes Risborough Town Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Admin/HR Committee</p> |
| <p>5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active and deferred members</p> | <p>Princes Risborough Town Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Admin/HR Committee after considering the costs that would apply.</p> |

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| <p>6). Regs 22(8 & 9) Whether to extend 12-month period to separate previous LG service.</p> | <p>Princes Risborough Town Council will not allow an option to combine previous LG service</p> |
| <p>7). Reg 9(3) Determine rate of employees' contributions.</p> | <p>Princes Risborough Town Council will review all employees' contribution bands when there has been contractual change to a member's salary or hours at some point during the year. A member's contribution rate will not be reviewed as the result of one-off additional payments (such as honorariums)</p> |
| <p>8). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p> | <p>Princes Risborough Town Council will not allow an option to combine previous non-LG service.</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]²

Adopted 24 November 2015

