

**LGPS EMPLOYER'S  
DISCRETIONS POLICY FOR WILTSHIRE COUNCIL  
LGPS 2014**

**WILTSHIRE PENSION FUND**

DISCRETION & REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
<p><b>1). Reg 31: Whether to grant additional pension to a member (up to £6755 pa)</b></p>	<p>The council will only exercise this discretion in exceptional circumstances by Staffing Policy Committee after full consideration of the costs that would apply.</p>
<p><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>            [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>The council will only exercise this discretion in exceptional circumstances by Staffing Policy Committee after full consideration of the costs that would apply.</p>
<p><b>3). Reg 30(6) Whether all or some pension benefits can be paid if a member aged 55 or over reduces their hours/grade and continues to work (“flexible retirement”)</b></p>	<p>Requests will be considered by the director – HR&amp;OD in conjunction with the appropriate director and assessed on their merits taking account such factors as costs and service delivery.</p>
<p><b>4). Reg 30(8) Waiving actuarial reduction on flexible retirement.</b></p>	<p>The council will not exercise this discretion.</p>
<p><b>5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active, deferred members &amp; suspended tier 3 ill health pensions</b></p>	<p>The council will only exercise this discretion in exceptional circumstances by Staffing Policy Committee on compassionate grounds and full consideration of the costs that would apply.</p>
<p><b>6). TP Regs 1(1)(c) of Schedule 2: 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</b></p>	<p>The council will only exercise this discretion in exceptional circumstances by Staffing Policy Committee after full consideration of the costs that would apply.</p>

<p><b>7). Regs B30A(5): Whether to waive actuarial reductions on compassionate grounds when switching on rule of 85.</b></p>	<p>The council will only exercise this discretion in exceptional circumstances by Staffing Policy Committee after full consideration of that costs that would apply.</p>
<p><b>8). Regs 22(8 &amp; 9) Whether to extend 12-month period to separate previous LG service.</b></p>	<p>The council will not exercise this discretion.</p>
<p><b>9). Reg 9(3) Determine rate of employees' contributions.</b></p>	<p>The council will re-assess all employee contribution bands on a monthly basis, taking account of changes as they occur during the year</p>
<p><b>10). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</b></p>	<p>The council will not exercise this discretion.</p>
<p><b>11). Reg 16(16) Whether to extend the 30-day deadline for member to elect for a shared cost APC</b>  <b>[Note: this discretion only relates to cases when the member has a period of unpaid authorised leave and wants to pay an APC to recover the pension. For the cost to be shared by the employer and member the member's election must be received by the employer within 30 days of returning to work.]</b></p>	<p>The council will not exercise this discretion.</p>
<p><b>12). Reg 17(1) An active member may enter into arrangements to pay additional voluntary contributions ("AVCs") or to contribute to shared cost additional voluntary contribution arrangements ("SCAVCs") in respect of an employment.</b></p>	<p>The council will exercise this discretion.</p>

Updated February 2018

**Abbreviations**

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

“TP Regs” means LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014].