

**APPOINTMENTS ETC PANEL
3 MARCH 2017****LOCAL GOVERNMENT PENSION SCHEME (LGPS) – STATEMENT
OF POLICY ABOUT EXERCISE OF DISCRETIONARY FUNCTIONS
AND SUPPLEMENTARY DISCRETIONS (EMPLOYER)**

Recommendation

1. The Director of Commercial and Change recommends that the Panel:
 - a) Approves the attached ‘Statement of Policy’ in respect of the discretionary powers under the Local Government Pension Scheme (LGPS) (noting the proposed amendment)
 - b) Approves the application of the policy to be delegated to the relevant Director in consultation with the Director of Commercial and Change and Head of HR & OD and the relevant Director in relation to Regulation 31, 16(2)e, 16(4)d and 30(8) and in consultation with the Head of HR & OD in relation to Regulation 30(6) and 30 (special provisions for deferred members who left before 31 March 2014).

Employer Discretions

2. The LGPS 2014 Regulations require us to produce, publish and review our policy discretions and advise the Worcestershire Pension Fund, as the Administering Authority.
3. There are four discretions the Council is required by law to include in its policy:
 - Voluntary funding of additional pension via a Shared Cost Additional Pension Contribution (SCAPC) contract, either by regular ongoing contribution or one-off lump sum
 - Flexible retirement
 - Waiving all or part of any actuarial reduction; and
 - Award of additional pension (at whole cost to the employer).
4. In determining these four discretions, it is also a legal requirement that the Council has regard to the extent to which its decisions might lead to a serious loss of confidence in the public service.
5. The Appointments Etc Panel last reviewed the Policy Statement in December 2014.
6. The single proposed change to the Policy is to amend the frequency of assessment for the contribution rate to monthly (from annually at 1 April each year) as provided for in Regulation 9 (3) which provides that an Employer can amend the rate to a different band

as a result of a change of employment or material change which affects the member's pensionable pay.

7. In addition to those discretions which the Council must publish and review the Regulations also provide supplementary discretions and the key ones have been included in the draft policy statement.

8. In order to assist the Panel, the matters which the Council must determine and publish its policy is set out in Appendix 1

Financial Implications

9. In recommending this discretionary policy, the Chief Financial Officer and Pension Fund Manager have been consulted and have confirmed that;

- there are no financial implications arising directly from this report and
- that any costs associated with its application of specific discretions in individual cases, would have to be met from the employing service's cash limits.

Supporting Information

Appendix 1 – Statement of Policy, Local Government Pension 2014 Scheme Discretions

Contact Points

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