



Bradwell Parish Council

Bradwell Parish Council	LGPS Discretionary Policy
Recommended By:	Buckinghamshire CC Pensions
Approved By:	Finance and Staffing Committee

Adopted	Review Date
February 2024	2027

LGPS Discretionary Policy

This discretionary policy is agreed in line with the requirements of the Local Government Pension Scheme. By virtue of regulation 60 of the LGPS Regulations 2013 and paragraph 2(2) of schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014 Scheme employers must prepare and publish a written policy in relation to five specific mandatory discretions. These are:

Mandatory Discretions for leavers of the scheme prior to 31 March 2014	Decisions
Whether to agree to switch on the 85 year rule before age 60 (for members who left the scheme between 1 April 2008 & 31 March 2014)	<i>No</i>
Whether to waive early retirement reductions on compassionate grounds	<i>No</i>
Whether to agree to switch on the 85 year rule before age 60 (for members who left the scheme between 1 April 1998 & 31 March 2014)	<i>No</i>
Whether to waive early retirement reductions on compassionate grounds	<i>No</i>
Whether to grant early payment of pension benefits on or after age 50 and age 55 (for members who left the scheme between 1 April 1998 and 31 March 2014)	<i>On a case by case basis</i>
Whether to grant early payment of pension benefits on or after age 50 and before age 55 (for members who left the scheme between 1 April 1998 and 31 March 2014)	<i>On a case by case basis</i>
Non Mandatory Discretions	Decision
Whether, how much, and in what circumstances to contribute to a shared cost AVC arrangement entered into after 1 April 2014	<i>No</i>
Whether, with the agreement of the administering authority, to permit a Scheme member to elect to transfer other pension rights into the LGPS if he/she has not made such an election within 12 months of joining the LGPS	<i>On a Case by Case Basis</i>
Whether to extend the 12 month time limit within which a Scheme member who has a deferred LGPS benefit following the cessation of employment (or cessation of concurrent employment) may elect not to have the deferred benefits aggregated with their new LGPS employment if the member has not made an election to retain separate benefits within 12 months of commencing membership of the LGPS in the new employment (or within 12 months of ceasing concurrent employment)	<i>No</i>
How the pension contribution band to which an employee is to be allocated on joining the Scheme and following any material change which affects a members pensionable pay in the course of the Scheme year, be determined	<i>As per the contribution levels set by the LGPS</i>
Whether or not, when calculating assumed pensionable pay a member is:	<i>No</i>

<ul style="list-style-type: none"> • on reduced contractual pay or no pay on due to sickness or injury, or • absent during ordinary maternity, paternity or adoption leave or during paid additional maternity, paternity or adoption leave, or • absent on reserve forces service leave, or • retires with a Tier 1 or Tier 2 ill health pension, or • dies in service <p>To include in the calculation the amount of any 'regular lump sum payment' received by the member in the 12 months preceding the date the absence began or the ill health retirement or death occurred.</p>	
Mandatory Discretions for active members and those who left the scheme after 1 April 2014	Decision
Whether at full cost to the scheme employer, grant additional pension of up to £7,579 ¹ per annum (increased each April) to an active scheme member	<i>No</i>
Whether at full cost to the scheme employer, grant additional pension of up to £7,579 ² per annum (increased each April) within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency.	<i>No.</i>
Whether, where an active Scheme member wishes to purchase extra annual pension of up to £7,579 by making Additional Pension Contributions (APCs), to voluntarily contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC).	<i>Yes up to £600 employer contribution/annum/employee contribution. Ratio at 3:1 er/ee ratio</i>
Whether to permit flexible retirement for staff aged 55 or over who, with the agreement of the employer, reduce their working hours or grade.	<i>On a Case by Case Basis</i>
Whether, as the 85 year rule does not (other than on flexible retirement) automatically apply to members who would otherwise be subject to it and who choose to voluntarily draw their benefits on or after age 55 and before age 60, to switch the 85-year rule back on for such members.	<i>No</i>
Whether to waive any actuarial reduction on benefits.	<i>No</i>

¹ Figure as at April 2023 (LGPS Roles & responsibilities document-discretions)

² Figure as at April 2023 (LGPS Roles & responsibilities document-discretions)