

**LGPS EMPLOYER'S  
DISCRETIONS POLICY FOR  
ROYAL WOOTTON BASSETT TOWN COUNCIL  
LGPS 2014 Scheme**

**WILTSHIRE PENSION FUND**

<b>DISCRETION &amp; REGULATION</b>	<b>POLICY ON INDIVIDUAL DISCRETIONS</b>
<p><b>1). Reg 31: Whether to grant additional pension to a member (up to £6500pa)</b></p>	<p><i>Royal Wootton Bassett Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed position of the Staffing Sub-Committee after consideration of the costs that would apply.</i></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>  <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.]</b></p>	<p><i>Royal Wootton Bassett Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed position of the Staffing Sub-Committee after consideration of the costs that would apply.</i></p>
<p><b>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”)</b></p>	<p><i>Royal Wootton Bassett Town Council will consider employee requests to take flexible retirement on a case-by-case basis after taking into factors such as service delivery and any costs that may apply. The Staffing Sub-Committee will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.</i></p>
<p><b>4). Reg 30(8) Waiving actuarial reduction on flexible retirement.</b></p>	<p><i>Royal Wootton Bassett Town Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Staffing Sub-Committee</i></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><i>Royal Wootton Bassett Town Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Staffing Sub-Committee after considering the costs that would apply.</i></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</b></p>	<p><i>Royal Wootton Bassett Town Council will only agree to “switch on” the rule of 85 in exceptional circumstances following approval from the Staffing</i></p>

<p><b>who would normally meet the rule but who will not if they draw the benefits age 55-59</b></p>	<p><i>Sub-Committee after considering the costs that will apply.</i></p>
<p><b>7). Regs 22(8 &amp; 9) Whether to extend 12-month period to separate previous LG service.</b></p>	<p><i>Royal Wootton Bassett Town 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 6 months of starting.</i></p>
<p><b>8). Reg 9(3) Determine rate of employees' contributions.</b></p>	<p><i>Royal Wootton Bassett Town Council will only review all employees contribution band as at 1 April each year. Hence, when a member salary or hours change (either temporarily or permanently) during the year, the member will remain on the same employee contribution rate until the following April.</i>  <b><i>OR [check with your payroll provider first before changing this]</i></b>  <i>Royal Wootton Bassett 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)</i></p>
<p><b>9). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</b></p>	<p><i>Royal Wootton Bassett Town 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 6 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]**

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

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