

Waverley Borough Council

Draft Pension Policy Statement (Discretions)

2014

These statements of policy and delegations are made in respect of the exercise of discretionary functions under the Local Government Pension Scheme Regulations 2013, which came into effect from 1 April 2014

The Regulations quoted are correct at the time of drafting. Numbering may change over time as amendments to the LGPS Regulations are agreed.

Pension Regulation	Policy	Decision/Authority
Regulation 31. Power of employing authority to award additional pension up to £6,500 per annum	<p>To date, Waverley has decided against making use of the power to award additional pension up to £5,000 per annum, on the grounds that it would be difficult to apply a consistent objectivity test and difficult to avoid an age discrimination challenge.</p> <p>Waverley will therefore not apply the discretionary power to award additional pension up to £6,500.</p>	Executive and full Council
Regulation 17. Shared cost AVCs	Waverley does not offer shared cost AVCs	Executive and full Council
Regulation 30 (6). Flexible retirement	Waverley's policy on Flexible Retirement is included in a separate Flexible Retirement Policy (to be updated September 2014)	Executive and full Council
Regulation 30. Early payment of pension benefits.	<p>Early retirement policy - to consider and decide individual cases on their merits, where this is in the mutual interests of the employee and employer, and where other HR policies and other pension provisions are not appropriate. Employer costs of the early payment of pension benefits will be taken into account in all cases.</p> <p>Pension benefits payable will normally be reduced. In exceptional cases on compassionate* grounds Waverley may determine that the actuarial reduction will not apply.</p> <p>Deferred Members (age 55 or over) – where a deferred member requests early payment of pension benefits this will only be agreed on compassionate grounds or to relieve severe financial hardship</p>	Executive and full Council

	and where there is no cost to the Council.	
Regulation 18 and Schedule 2. Power of employing authority to revert back to the 85 year rule for scheme members voluntarily retiring between the ages of 55 and 60	<p>The 85 year rule applies to eligible staff for pension benefits taken from age 60.</p> <p>Employees may retire early from age 55 before their normal pension age with retirement benefits taken before age 60 reduced in accordance with guidance issued by the Secretary of State, with 85 year rule protection not applying, ie. an actuarial reduction would apply.</p> <p>That the discretionary power to apply the 85 year rule for scheme members voluntarily drawing their benefits on or after age 55, and before age 60, should not normally be applied, except in exceptional circumstances where it is in the operational interests of the Council to do so, taking into account the costs that would fall on the Council.</p>	Executive and full Council
Late transfer requests	Waverley will not agree requests for transfer of other pensions outside the normal transfer period of the first year of scheme service or, in the case of personal pensions, within a year of closing that pension.	Executive and full Council

This replaces the Pension Policy Statement of April 2008. Waverley will keep this policy statement under review and will make such revisions as are appropriate following a change in policy.

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In preparing, reviewing or making revisions to the policy statement Waverley will have regard to the extent to which exercise of any of the functions above could lead to a serious loss of confidence in the public service (Regulation 66).

*There is no definition in the regulations of 'compassionate grounds'.