

**LGPS EMPLOYER'S
DISCRETIONS POLICY FOR MALMESBURY TOWN COUNCIL
LGPS 2014 Scheme**

WILTSHIRE PENSION FUND

DISCRETION & REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
1). Reg 31: Whether to grant additional pension to a member (up to £6500pa)	<i>Malmesbury Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed position of the Policy & Resources Committee after consideration of the costs that would apply.</i>
2). Reg 16(2)e & 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) [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.]	<i>Malmesbury Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed position of the Policy & Resources Committee after consideration of the costs that would apply.</i>
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”)	<i>Malmesbury 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 Policy & Resources Committee will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.</i>
4). Reg 30(8) Waiving actuarial reduction on flexible retirement.	<i>Malmesbury Town Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Policy & Resources Committee.</i>
5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active, deferred members & suspended tier 3 ill health pensions	<i>Malmesbury Town Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Policy & Resources Committee after considering the costs that would apply.</i>
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	<i>Malmesbury Town Council will only agree to “switch on” the rule of 85 in exceptional circumstances following approval from the Policy & Resources Committee after considering the costs that will apply.</i>

<p>but who will not if they draw the benefits age 55-59</p>	
<p>7). Regs 22(8 & 9) Whether to extend 12-month period to separate previous LG service.</p>	<p><i>Malmesbury 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>8). Reg 9(3) Determine rate of employees' contributions.</p>	<p><i>Malmesbury 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>9). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p>	<p><i>Malmesbury 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>