

King George V House, King George V Road,  
Amersham, Buckinghamshire, HP6 5AW  
**Telephone:** 01494 729000  
**Website:** www.chiltern.gov.uk  
**Email:** democraticservices@chiltern.gov.uk



**CHILTERN**  
District Council



**TO: ALL MEMBERS OF COUNCIL**

**Dear Councillor**

You are hereby summoned to attend the Meeting of the **CHILTERN DISTRICT COUNCIL** to be held in the **Council Chamber, King George V House, King George V Road, Amersham** on **Tuesday, 11th July, 2017** at **6.30 pm** when the business below is proposed to be transacted.

**SUPPLEMENTARY AGENDA 1**

- 7.2 Local Government Pension Scheme Discretionary Policy Statement - Joint Staffing Committee - 3 July 2017

***Supplementary Appendix (Pages 3 - 6)***

***The above appendix has been updated to reflect amendments made by the Joint Staffing Committee meeting held on 3 July.***

**Note:** All Reports will be updated orally at the meeting if appropriate and may be supplemented by additional reports at the Chairman's discretion.

**Date of next meeting – Tuesday, 17 October 2017**

A handwritten signature in black ink, appearing to read 'Bob Smith'.

**Bob Smith**  
**Chief Executive**

**If you would like this document in large print or an alternative format please contact 01494 732145; email [democraticservices@chiltern.gov.uk](mailto:democraticservices@chiltern.gov.uk)**

---

---

**Local Government Pension Scheme Discretionary Policy Statement**

Note: Each Authority is required to have its own Discretionary Policy statement.  
However CDC and SBDC have decided that these will be identical.

This policy confers no contractual rights to employees.

The Council retains the right to change this policy at any time.

The current adopted policy, at the time an event occurs, shall be applied.

In making decisions under these discretions the Council undertakes to:

- apply such discretions fairly in all cases;
- not expose the Council to any serious loss of Public confidence; and
- ensure that each application is affordable and any foreseeable costs where applicable, have been taken into consideration.

**[Local Government Pension Scheme Regulations 2013 and  
LGPS \(Transitional Provisions, Savings and Amendment\) Regulations 2014  
- Required Policies](#)**

**Additional Annual Pension – Regulation 31**

The ability, at full cost to the employer, to grant extra annual pension – currently up to £6,500 per annum – to an active Scheme member or within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency.

The Council does not adopt this discretion at this time.

**Shared Cost Additional Pension Contribution (SCAPC) – Regulation 16(2)(e) and 16(4)(d)**

Where an active Scheme member wishes to purchase extra annual pension - currently up to £6,500 per annum - by making Additional Pension Contributions (APCs), the Council may voluntarily contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC).

The Council does not adopt this discretion at this time.

**Flexible Retirement (aged 55 and over) – Regulation 30(6) etc**

Whether to permit flexible retirement for staff aged 55 or over who, with the agreement of their employer, reduce their working hours or grade.

The Council elects to adopt this discretion in accordance with the Council's Flexible Retirement Policy and permits the member to:

- draw all, part, or none of the benefits accrued after 31<sup>st</sup> March 2008 and before 1<sup>st</sup> April 2014, and / or
- draw all, part, or none of the pension benefits accrued after 31<sup>st</sup> March 2014.

The Council is unlikely to waive any actuarial reduction.

However the Council elects to review each application fairly based on its circumstances and merits having regard to the Service need, compassionate grounds (as applicable) and costs. Any application to waive actuarial reduction to be subject to the consent of the Head of Paid Service, following consultation with the Joint Staffing Committee Co-Chairmen.

**85 Year Rule Switch on – LGPS (Transitional Provisions, Savings & Amendment) Regulations 2014 Schedule 2**

Where the member voluntarily draws their pension early (other than flexible retirement) the rule of 85 does not automatically apply. The employer may choose to switch back on the rule of 85.

The Council does not adopt this discretion at this time.

**Waiving Actuarial Reductions on Voluntary Retirement – Various Regulations**

To waive, in whole or part, actuarial reduction on benefits paid before normal retirement age.

The Council is unlikely to waive any actuarial reduction.

However the Council elects to review each application fairly based on its circumstances and merits having regard to the Service need, compassionate grounds (as applicable) and costs. Any application to waive actuarial reduction to be subject to the consent of the Head of Paid Service, following consultation with the Joint Staffing Committee Co-Chairmen.

**Local Government Pension Scheme Regulations 2013 - Recommended Policies****Transfers in to Fund – Regulation 100(6)**

The Council will decline any request to transfer in pension rights after the 12 month limit has been exceeded, unless:

- there is evidence that the process has commenced prior to the 12 month limit, and
- the application is made within 3 months of the transfer value being provided by the relevant pension provider.

**Aggregation of Deferred Benefits – Regulation 22(7) & (8)**

The Council will decline any request to extend the 12 month deadline for non-aggregation of deferred pensions into a concurrent or new LGPS employment unless:

- there is evidence that the process has commenced within the 12 month limit, and
- the application is made within 3 months of the employee being provided with the relevant pension information by the relevant pension provider.

**Local Government Pension Scheme - Other Required Policies****Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011**

The Council elects not to have an Injury Allowance scheme at this time.

**The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006****Regulation 5 – Redundancy Payments to be based on Actual Pay**

The Council adopts this discretion in accordance with its current Redundancy Policy stating that the weekly pay limit shall not apply.

**Regulation 6 – Discretionary Termination Payments**

The Council will exercise this discretion in exceptional or extenuating circumstances only. Each case will be considered fairly, on its merits and subject to the consent of the Joint Staffing Committee, ensuring no serious loss in confidence in the Public Service and that any payment is affordable.

**South Bucks District Council  
Chiltern District Council**

---

**Deferred Benefits – Ceased active membership between 1<sup>st</sup> April 2008 and 31<sup>st</sup> March 2014 – Regulation 66 of the LGPS (Administration) Regulations 2008**

The Council adopts the discretion to grant early release of deferred pension. The Council is unlikely to waive any actuarial reduction. However the Council elects to review each application fairly based on its circumstances and merits having regard to compassionate grounds (as applicable) and costs. Any application to waive actuarial reduction to be subject to the consent of the Head of Paid Service, following consultation with the Joint Staffing Committee Co-Chairmen.

**Local Government Pension Scheme - Other Recommended Policies**

**Deferred Benefits – Ceased active membership prior to 1<sup>st</sup> April 1998  
– Regulation D11(2)c LGPS Regulations 1995**

The Council adopts the discretion to grant early release of deferred pension on compassionate grounds. The Council is unlikely to waive any actuarial reduction. However the Council elects to review each application fairly based on its circumstances and merits having regard to compassionate grounds (as applicable) and costs. Any application to waive actuarial reduction to be subject to the consent of the Head of Paid Service, following consultation with the Joint Staffing Committee Co-Chairmen.