

SUBJECT:	Local Government Pension Scheme Discretionary Policy Statement		
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WARD/S AFFECTED	All		

1. Purpose of Report

- 1.1 This report seeks approval of the discretionary policies that can be exercised by the Council, as an Employer within the Local Government Pension Scheme (LGPS).

RECOMMENDATION

To approve the Local Government Pension Scheme Discretionary Policy Statement as set out in Appendix 1.

2. Summary

- 2.1 All qualifying local government employees are entitled to be members of the statutory Local Government Pension Scheme. The Councils do not have the ability to opt out of this Scheme and / or alter the main Scheme provisions. The Councils do however have a few minor areas of discretion.
- 2.2 The Joint Staffing Committee on 3 July 2017 considered a report on these discretions and have recommended the attached Local Government Pension Scheme Discretionary Policy Statement to Council for approval.
- 2.3 The discretions proposed minimise the cost to the Council by not adopting discretions that will result in additional costs, and allow flexibility to Scheme members where this is at no cost.

3. Consultation

3.1 Unison have been informally consulted. However this policy confers no formal contractual rights to employees.

4. Links to Council Policy Objectives

4.1 This policy relates to delivering cost effective, customer focused services. In particular treating staff fairly, in order to attract, retain and develop dedicated staff.

5. Next Step

5.1 If agreed, the Discretionary Policy Statement will be sent to Bucks County Council for information.

Background Papers:	None
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