

POLICY STATEMENT FOR WARMINSTER TOWN COUNCIL

January 2009

WILTSHIRE PENSION FUND EMPLOYING AUTHORITY DISCRETIONS

REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
BCM12: Augmentation of membership of an active member (up to 10 years)	The Council will not exercise this option except in circumstances of redundancy or a termination of service in the interests of the authority's functions. In these cases awards will be in accordance with a fixed scale depending on age and length of service unless the Dewey House Committee allows an alternative.
BCM 13: Whether to grant additional pension to a member (up to £5,000pa)	The Council will not exercise this discretion in addition or as an alternative to augmentation.
BCM 18(1): Whether all or some benefits can be paid if an employee reduces hours/grade and continues to work ("flexible retirement")	The Council does not give blanket consent for staff in the LGPS aged between 50 and 59 years to flexibly retire and draw immediate payment of pension benefits. Requests will be referred to the Dewey House Committee and assessed on their merits taking into account such factors as cost and service delivery.
BCM (3): Waiving actuarial reduction on flexible retirement.	This will be exercised by the Dewey House Committee in individual cases. Individual circumstances will be looked at according to the dictionary definition of compassion – "inclined to pity or mercy".
BCM30 (2): Whether to allow early payment of benefits at/after age 50 (55 from 2010).	The Council does not give blanket consent for staff in the LGPS aged between 50 and 59 years to retire and draw immediate payment of pension benefits. Requests will be referred to the Dewey House Committee and assessed on their merits taking into account such factors as cost and service delivery.
BCM30 (3): Waiving actuarial reduction on early retirement.	The Council will not exercise this discretion.
Admin 16(4)(b)(ii): Whether to extend 12-month period to combine previous LG service.	The Council will not allow an option to combine previous LG service.
BCM 3 Determine rate of employees' contributions.	The Council will allocate employees to the appropriate contribution rate according to pay band at 1 April each year and adjust only where there is a contractual change during the year.

<p>Admin 22(2): Whether to extend the period for a member to elect to pay contributions to cover unpaid leave of absence, maternity, paternity, or adoption leave beyond 30 days after returning to work or leaving.</p>	<p>The Council will allow the extension of the period in cases where the member was not notified of the right to pay contributions.</p>
<p>Admin 83(8): Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p>	<p>The Council will not allow an option to combine previous non - LG service.</p>

Abbreviations

LGPS	Local Government Pension Scheme
BCM	Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007
Admin	Local Government Pension Scheme (Administration) Regulations 2008