

Local Government Pension Scheme Regulations 2008 Discretions for which a written policy is required

Regulation	Options	Implications
12. Option to augment active member's service (up to 10 years)	<ul style="list-style-type: none"> • Only on redundancy / efficiency grounds e.g. instead of a compensation payment • No augmentation at all • A scale related to age / service (possibly open to challenge under discrimination legislation) • Case by case basis 	Cost – must be funded upfront by the Town Council
13. Option to grant additional pension to an active member (up to £5,000 pa)	<ul style="list-style-type: none"> • An alternative to augmentation • Bands relating to age / service (possibly open to challenge under discrimination legislation) • Not offer at all • Case by case basis 	Cost – must be funded upfront by the Town Council
18 (1) Whether to allow benefits to be paid if member reduces hours / grade (flexible retirement)	<ul style="list-style-type: none"> • Minimum reduction • Not offer at all • Case by case basis 	<ul style="list-style-type: none"> • Cost if employee under 60 • Funding of "lost hours" e.g. replacement employee
18 (3) whether to waive any actuarial reduction on flexible retirement	<ul style="list-style-type: none"> • Waive all • Waive none • Case by case basis 	Cost - must be funded upfront by the Town Council
30 (2) whether to allow early payment of benefits after age 55 ('early retirement with employer's consent')	<ul style="list-style-type: none"> • Not offer at all • Case by case basis 	Cost - must be funded upfront by the Town Council
30 (5) whether to waive any actuarial reduction on early payment of benefits (can only be done on compassionate grounds)	<ul style="list-style-type: none"> • Not allow at all • Case by case basis 	Cost - must be funded upfront by the Town Council
30A (3) whether to allow reinstatement of a suspended tier 3 ill-	<ul style="list-style-type: none"> • Not offer at all • Case by case basis 	Cost - must be funded upfront by the Town Council

Regulation	Options	Implications
health pension after age 55		
30A (5) whether to waive any actuarial reduction on reinstatement of a tier 3 ill health pension (can only be done on compassionate grounds)	<ul style="list-style-type: none"> • Not allow at all • Case by case basis 	Cost - must be funded upfront by the Town Council
31 (2) of 1997 Regs whether to allow early payment or deferred benefits for a pre 2208 leaver or councillor	<ul style="list-style-type: none"> • Not allow at all • Case by case basis 	Cost
31(5) of 1997 Regs Whether to waive any actuarial reduction on early payment of deferred benefits for a pre 2008 leaver or councillor (can only be done on compassionate grounds)	<ul style="list-style-type: none"> • Not allow at all • Case by case basis 	Cost
31 (7A) whether to allow pre 2008 or councillor optants-out to get benefits from NRD	<ul style="list-style-type: none"> • Not allow at all • Case by case basis 	May be accessing pension while still working

Table B Discretions for which the Administering Authority suggest it would be helpful if a written policy were to be put in place.

Regulation	Options	Implications
Admin Regulations 16 & 83 Whether to extend 12 month limit on transfers	<ul style="list-style-type: none"> • Don't allow at all • If a member can prove they were unaware of the deadline • Case by case basis 	Potential increased cost if a redundancy or early retirement occurs at a later date
3 determining employee contribution rate	<ul style="list-style-type: none"> • Allocate at start of year • Change band during the year if pay changes • Review after 6 months 	Negligible costs Need to be consistent in approach
Admin regulation 22 To extend 30 day period members have to opt to repay contributions due after absence	<ul style="list-style-type: none"> • Don't extend at all • Always extend • Case by case basis 	