

Since 1997, the LGPS legislation has required every Employer to issue a written policy statement on how it will exercise the various discretions provided by the scheme; to keep it under review; and to revise it as necessary.

The LGPS Regulations require all employers who were active on 1 April 2014 to provide an updated policy statement which needs to have been published and notified to the Norfolk Pension Fund by 1 July 2014

The following pages set out the various employer discretions from April 2014.

The first five are required by law to be included in the Council's policy statement.

The requirement is in Reg 60(1) of the LGPS Regulations 2013 and Reg 66 (1) of the LGPS (Administration) Regulations 2007.

Name of Employer	Dersingham Parish Council has adopted the policies shown on the following pages
Signed (authorised signatory)	
Name of authorised signatory	
Date	

POLICY STATEMENT

COMPULSORY ITEMS:

Funding of Additional Pension: Regulations 16(2e) 16(4d)

The Council may fund wholly, or in part, a member's additional pension contract. The payment can be paid by regular contributions or a lump sum.

NB Where an APC is used to cover a period of unpaid leave and the member makes an option to pay for it within 30 days of returning to work then the Council will pay 2/3rds of the cost with the employee paying the balance.

Awarding Additional Pension : Regulation 31

The Council may increase a member's benefits by awarding additional pension up to a maximum of £6,500 pa from April 2014. This amount is subject to an annual increase each April.

Flexible Retirement : Regulation 30(6)

The Council may give consent for a member aged 55 or more who reduces their grade or hours of work (or both) to receive all or part of their LGPS benefits immediately, even though they have not left its employment.

Waiving of Actuarial Reduction : Regulation 30(8)

If the benefits payable on retirement before normal pension age would normally be reduced for early payment, the Council may agree to waive all or part of the reduction.

Early Payment of Pension discretion is not required for Employers who joined the LGPS on or after 1 April 2014**Early Payment of Pension : Regulation 30 of the LGPS (Benefits, Membership and Contributions) Regulations 2007 (Two decisions to be made)**

The Council may give consent for a member aged 55 or more who has left its employment prior to April 2014 without an entitlement to immediate LGPS benefits to receive them straight away regardless.

If the benefits payable would normally be reduced for early payment, the Council may agree to waive all or part of the reduction on compassionate grounds.

NON-COMPULSORY ITEMS:**Membership Aggregation : Regulation 22(7b) (8b)**

A member who transfers from another LGPS employer, either directly or after a break, must have their periods of membership aggregated provided they do so while still an active member in the new post. The member has up to twelve months from the commencement of the latest membership to opt to keep their periods of membership separate. If no request is received within twelve months from the commencement of their employment, the periods of membership will be aggregated.

Forfeiture of Pension Rights : Regulation 19(2), 91, 92, 93

If a member leaves as a result of a criminal conviction for an offence in connection with the LGPS employment or as a result of their own criminal, negligent or fraudulent act in connection with that employment, the employer has discretion (within the terms of these five regulations) to direct all or part of their LGPS pension rights be forfeited and/or paid over to the employer or specified dependants of the member.

Appointment of Adjudicator for Member Disagreements : Regulation 74(1)

There is a three-stage dispute procedure for members who disagree with any LGPS decision made by the Council. The first stage is handled by the Council. The Council will appoint an Adjudicator who may be appointed internally or externally. The Parish Council Chairman will act as Internal Adjudicator. If the circumstances necessitate the appointment of an independent adjudicator, the Council will approach Norfolk ALC for assistance. Every notification of any decision under the Regulations must inform the person concerned of the job title and address of the person appointed under Regulation 74(1) to whom any application may be made for adjudication.

Transfers of Pension Rights : Regulation 100(6)

A member who has previous pension rights in a different pension scheme may transfer them into the LGPS provided they opt to do so within twelve months of joining it.*

The Council has discretion to extend the twelve months' time limit.

**This does not include rights in the LGPS, which are dealt with under Membership Aggregation in 3.a above*

Members' Contribution Rates : Regulation 9(3)

Employers have to allocate members into the appropriate contribution band at the beginning of each financial year. If a member's pay moves into a different band during financial year, the Council has discretion to implement the new band immediately but may prefer to wait until the next annual review.

Admission Policy ('designating bodies' only) : Regulation 3(5)

Dersingham Parish Council is a 'designating body under the above Regulation. Any employee on a Permanent contract will be allowed to join the LGPS upon confirmation of employment.

Absence Contribution Time Limit : Regulation 22 (2) of the LGPS (Administration) Regulations 2007

A member who has been away from work prior to 31st March 2014 as a result of maternity, paternity or adoption leave, industrial action (mainly strikes) or unpaid leave of absence has the right to pay voluntary pension contributions to cover the period of absence. Their request to do so normally has to be made within 30 days of returning to work (or within 30 days of their last day of service if they do not return).

The Council has discretion to extend the 30 day time limit for absences starting prior to 1st April 2014

Membership Aggregation : Regulation 16(4)(b)(ii) of the LGPS (Administration) Regulations 2007

A member who transfers prior to 1st April 2014 from another LGPS employer, either directly or after a break, may opt to aggregate the two periods of membership provided they do so while still an active member in the new post and within twelve months of joining.

The Council has discretion to extend the twelve month time limit for possible aggregations prior to 1st April 2014.