

APPENDIX 2 - Comparison of Pension Policy Discretions

2014 Pension Policy Statement	2017 Pension Policy Statement
Shared Cost Additional Pension Contributions	
<p>5.2.1 The Council will not adopt the discretion to fund whole or in part the additional pension contribution whether paid as a regular contribution or as a lump sum.</p>	<p>5.2.1 The Council does not consider contribution towards additional pension contributions to be an essential part of its employment strategy. However, the Council will consider applications made under these specific provisions having regard to the Council's general policy from time to time, on the employee pay strategy and the particular circumstances surrounding each case.</p> <p>It is likely that decisions will be made on the merits of each case having particular regard to factors such as:</p> <ul style="list-style-type: none"> • the Council's ability to meet the cost of granting such a request • the operating requirements of the organisation existing, and reasonably foreseeable at the time of the request and/or • the member's personal circumstances.
Flexible Retirement	
<p>5.6.1. The Council will adopt this discretion and may give consent to flexible retirement and the release of pension benefits.</p> <p>5.6.2. Each case will be treated on its merits following the consideration of the principles, especially in relation to efficiency.</p> <p>5.6.3. The payment of flexible retirement pension scheme benefits will become payable on the date of the reduction in hours &/or grade in line with Regulation 32 (4).</p>	<p>5.6.1. The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:</p> <ul style="list-style-type: none"> • the Council's ability to meet the cost of granting such a request • the potential for financial savings to be delivered over time • the operating requirements of the organisation existing, and reasonably foreseeable at the time of the request • the potential impact on the delivery of key projects or initiatives • the member's personal circumstances. <p>5.6.2. The payment of flexible retirement pension scheme benefits will become payable on the date of the reduction in hours &/or grade in line with Regulation 32 (4).</p>

Waiving Actuarial Reductions

5.7.1. The Council will adopt the discretion to waive, in whole or in part, the actuarial adjustment on early releases in pensions and flexible retirements.

5.7.2. The exercise of this discretion will be considered on a case by case basis and will take into account the principles.

5.7.3. The waiving of actuarial adjustments may be specifically applied to cases which are being considered as an employer consent on compassionate grounds in line with the definition in Principle 4.11.

5.7.1. The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the Council's ability to meet the cost of granting such a request
- the potential for financial savings to be delivered over time
- the potential impact on the delivery of key projects or initiatives
- the member's personal circumstances.

5.7.2 Applications for the payment of unreduced benefits for service before 1 April 2014 on the grounds of compassion will be granted if:

- in the Council's sole opinion, the special extenuating circumstances surrounding the application, along with the supporting evidence provided justify approval and
- the Council can meet the cost of granting such a request.

Awarding Additional Pension

5.8.1. The Council does not adopt the discretion to award additional pension (up to the additional pension limit defined in the regulations, currently £6500) to employees in the pension scheme or to staff who are dismissed on the grounds of redundancy, business efficiency or terminated on the grounds of mutual consent on the grounds of business efficiency.

5.8.1. The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to the following:

- the member's personal circumstances
- the interests of the Council
- the additional contributions due to the Fund by the Council in respect of the exercise of this discretion
- any potential benefits or savings to the Council arising from the exercise of this discretion
- other options that are, from time to time, available under the Council's severance arrangements
- the funding position of the Council within the Fund
- the ability of the Council to meet the cost of granting such an award.

Switching on the 85 rule

5.16.1 The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the Council's ability to meet the cost of granting such a request
- the potential for financial savings to be delivered over time
- the potential impact on the delivery of key projects or initiatives
- the member's personal circumstances.

Early Payment of Deferred Pensions for members who left before 1st April 2014

5.17.1 The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the Council's ability to meet the cost of granting such a request
- the member's personal circumstances.

Applications for the payment of unreduced benefits on the grounds of compassion will be granted if:

- in the Council's sole opinion, the special extenuating circumstances surrounding the application, along with the supporting evidence provided justify approval and
- the Council can meet the cost of granting such a request.

Early Payment of Deferred Pensions for members who left before 1st April 2014 and have ceased to be entitled to Tier 3 ill health benefit

5.18.1 The Council will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the Council's ability to meet the cost of granting such a request
- the member's personal circumstances.

Applications for the payment of unreduced benefits on the grounds of compassion will be granted if:

- in the Council's sole opinion, the special extenuating circumstances surrounding the application, along with the supporting evidence provided justify approval and
- the Council can meet the cost of granting such a request.