

Local Government Pension Scheme (LGPS) Regulations

Under Regulation 106 of the LGPS Regulations 1997, (as amended), each scheme employer must publish and keep under review a Statement of Policy to explain how it will apply certain discretions allowed under the Pension Regulations.

This statement is applicable to all employees of **Harborough District Council** who are eligible to be members of the LGPS.

- **Regulation 30: Early payment of retirement benefits at the member or former member's request.**

| Explanation | Council Policy |
|---|--|
| <p>A scheme member or former member can request that the Council grant them early retirement between 55 and 60 years old.</p> <p>It is possible that where a member's pension is introduced early, those benefits will be reduced. The reduction is calculated in accordance with guidance issued by the Government Actuary. As an employer you may determine not to apply any reduction.</p> | <p>This discretionary power been adopted but only in cases where there is no cost incurred by the council.</p> |

- **Regulation 18 - Flexible retirement**

| Explanation | Council Policy |
|--|--|
| <p>A member who is aged 55 or over and with their employers consent reduces their hours/or grade, can, but only with the agreement of the employer, make an election to the administering authority for payment of their accrued benefits without having retired from that employment.</p> <p>It is possible that where a member's pension is introduced early, those benefits will be reduced. The reduction is calculated in accordance with guidance issued by the Government Actuary. As an employer you may determine not to apply any reduction.</p> | <p>This discretionary power been adopted but only in cases where there is no cost incurred by the council.</p> |

Employer: Harborough District Council

LGPS Administration Regulations – Regulation 25 (3) and LGPS Benefits Regulations – Regulation 15 (3): Shared Cost Additional Contribution Facility

| Explanation | Employer's Policy |
|---|--|
| This discretion allows the Employer to maintain and contribute to an employee's Additional Voluntary Contribution Scheme. | The Council has not adopted this discretion. This will not have any effect on the existing AVC facility available where the employee only is able to make such contributions. |

LGPS Benefits Regulations - Regulation 12: Augmentation (increase of scheme membership)

| Explanation | Employer's Policy |
|---|--|
| An employer may resolve to increase the total membership of an active member. | The Council has not adopted this discretion |

LGPS Benefits Regulations - Regulation 13: Power of employer to award additional pension

| Explanation | Employer's Policy |
|---|---|
| An employer may resolve to award a member additional pension of not more than £5000 a year payable from the same date as his pension payable under any other provisions of these Regulations. Additional pension may be paid in addition to any increase of total membership resolved to be made under Regulation 12. | The Council has not adopted this discretion. |

Harborough District Council

The Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006.

New provisions provide local government employers with powers to consider making a one off lump sum payment to an employee which must not exceed 104 weeks pay. The regulations no longer provide for the award of compensatory added years.

- **Regulation 5 - Power to increase statutory redundancy payments**

| Explanation | Council Policy |
|---|---|
| The Council may decide to calculate a redundancy payment entitlement as if there had been no limit on the amount of the week's pay used in the calculation. | The Council has decided to adopt this discretion and base redundancy payment calculations on an unrestricted week's pay. |

- **Regulation 6 - Discretionary Compensation**

| Explanation | Council Policy |
|---|---|
| <p>A one-off lump sum compensation payment may be awarded to an employee up to a maximum value of 104 weeks pay inclusive of any redundancy payment made.</p> <p>Employees who are members of the Local Government Pension Scheme can be given the option of converting compensation payments (less the statutory redundancy payment) into additional pensionable service, in accordance with augmentation factors provided by the Actuary.</p> | The council has not adopted this policy. |

EMPLOYER'S CERTIFICATION

Discretionary Policies Certificate

Please sign and copy.

Keep one copy for reference and return the other to:

Leicestershire County Council

The Pensions Section

Eastern Annexe

County Hall

Glenfield

Leicester LE3 8SR

I confirm that should any of the decisions change in the future the Pensions Section will be notified immediately.

I have read the attached statements and certify that they are correct on behalf of :

Employer's Name: _____ **Harborough District Council**

Signed: _____ **Signed copy held**

Print Name: _____ **Kate Frow**

Position: _____ **HR Manager** **Date:** _____ **21/09/2010**