

CALNE TOWN COUNCIL

WILTSHIRE PENSION FUND - CALNE TOWN COUNCIL DISCRETIONS POLICY STATEMENT

REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
BCM12: Augmentation of membership of an active member (up to 10 years)	Calne Town 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 Policy & Resources Committee allows an alternative.
BCM 13: Whether to grant additional pension to a member (up to £5,000pa)	Calne Town 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")	Calne Town 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 Policy & Resources 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 Policy & Resources 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).	Calne Town 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 Policy & Resources Committee and assessed on their merits taking into account such factors as cost and service delivery.
BCM30 (3): Waiving actuarial reduction on early retirement.	This will be exercised by the Policy & Resources Committee in individual cases. Individual circumstances will be looked at according to the dictionary definition of compassion – "inclined to pity or mercy".
Admin 16(4)(b)(ii): Whether to extend 12-month period to combine previous LG service.	Calne Town Council will allow an option to combine previous LG service except in cases involving potential early retirement and consequent capital costs.
BCM 3 Determine rate of employees' contributions.	Calne Town 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>Calne Town 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>Calne Town Council will allow an option to combine previous LG service except in cases involving potential early retirement and consequent capital costs.</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

Revised July 2015

Approved by Full Council 28 September 2015