



LGPS EMPLOYER'S DISCRETIONS POLICY FOR Princes Risborough Town Council LGPS 2014 Scheme

DISCRETION & REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
1). Reg 31: Whether to grant additional pension to a member (up to £7,026.00 pa, as at 1 April 2014)	Princes Risborough Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Admin/HR Committee after consideration of the costs that would apply.
2). Reg 16(2)e & Reg 16(4)d: Whether to make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this) – [Note: this discretion only relates to cases when the member is working as normal rather than absent from work with permission but no pensionable pay – in the latter scenario, employers must fund it if necessary.]	Princes Risborough Town Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Admin/HR Committee after consideration of the costs that would apply.
3). Reg 30(6) Whether all or some pension benefits can be paid if an member aged 55 or over reduces their hours/grade and continues to work ("flexible retirement")	Princes Risborough Town Council will consider employee requests to take flexible retirement on a case by case basis after taking into account factors such as service delivery. The Admin/HR Committee will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.
4). Reg 30(8) Waiving actuarial reduction on flexible retirement.	Princes Risborough Town Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Admin/HR Committee
5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active and deferred members	Princes Risborough Town Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Admin/HR Committee after considering the costs that would apply.

<p>6). Regs 22(8 & 9) Whether to extend 12-month period to separate previous LG service.</p>	<p>Princes Risborough Town Council will not allow an extension to the 12-month period.</p>
<p>7). Reg 9(3) Determine rate of employees' contributions.</p>	<p>Princes Risborough Town Council will review all employees' contribution bands when there has been contractual change to a member's salary or hours at some point during the year. A member's contribution rate will not be reviewed as the result of one-off additional payments (such as honorariums)</p>
<p>8). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p>	<p>Princes Risborough Town Council will not allow an extension to the 12-month period to allow a transfer-in of non-LG pension rights.</p>

Abbreviations

“Reg 16(2)e” means Regulation 16(2)e of the Local Government Pension Scheme Regulations 2013 [which apply from 1 April 2014]

Adopted 13th May 2025