

**Swinfen and Packington Parish Council**  
**Local Government Pension Scheme - Employer Discretions Policy**

**1. To augment membership of an active member (by up to 10 years).**

The Council will not grant this.

**2. To grant additional pension to a member (by up to £5,000 p.a.).**

The Council will not grant this.

**3. To grant application for early payment of benefits on or after age 55 and before age 60 (for both active and deferred members).**

The Council will not grant this.

**4. To waive on compassionate grounds of the actuarial reduction applied to benefits paid early.**

The Council will not grant this if it will incur any additional pension costs to the Council.

**5. To pay all or some benefits if an employee reduces their hours or grade (flexible retirement)**

**AND**

**6. To waive in whole or in part actuarial reduction on benefits paid on flexible retirement.**

The Council will consider each such case individually on its merits, but subject to the following criteria:

- Any employee wishing to work reduced hours or at a lower grade, must first put their request in writing to the Chairman who will consider the business case for the request.
- Requests will only be considered if an employee is reducing the hours of their current job by at least 40% (or are transferring to another job which has either 40% fewer hours or is at a lower grade).
- Employees who have flexibly retired may not subsequently apply for positions that would result in either an increase in hours or being paid at a higher grade.

**7. To grant of an application for reinstatement of a suspended tier 3 ill health pension on or after age 55 and before age 60.**

The Council will not grant this.

**8. To waive, on compassionate grounds, the actuarial reduction applied to the reinstatement of a suspended tier 3 ill health pension paid early.**

The Council will not waive this.

**9. Discretionary injury benefit scheme.**

The Council will not provide a discretionary injury benefit scheme.

**10. Discretion to permit late inward transfer of pension rights.**

The Council will not normally grant this if it incurs any additional pension costs to the Council, but will allow members to opt to transfer pension rights beyond the 12 month time period if there is evidence of administrative shortcomings.

**Other discretions**

Any other discretions which may apply under the LGPS will be dealt with by the Council on their merits on an individual basis.

*The Council reserves the right to amend any of the above policies if in its opinion this would be appropriate given the special circumstances of an individual case.*