Harvington Parish Council

<u>Discretions Policy</u>

Statement of policy on the Local Government Pension Scheme Regulations (LGPS) 2013 and the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014.

Worcestershire Pension Fund request that scheme employers have a Discretions Policy in place, to review and update the policy annually, and to provide a copy to the Pension Fund for reference. Failure to hold a Discretions Policy is a breach of the scheme regulations.

This document sets out the scheme employer’s policy on the operation of each of the mandatory discretions (discretions 1-6) (and optional discretions where chosen) available under the LGPS Regulations. It states whether or not discretions will be operated and the circumstances and criteria for applying them.

Any amendments made to this policy must be published and a copy sent to the Fund within one month of the changes being made. Please note, revisions must be published for one month before new decisions can be exercised.

Background

A pension scheme employer can decide how to apply some of the scheme rules, when certain events happen. These are called discretions. This Discretions Policy, therefore, gives the employer flexibility to manage issues relating to LGPS benefits for current employees (and former employees if they were part of the scheme) in the scheme.

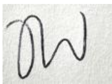
Employer name: Harvington Parish Council

Employer number: 00164

Policy effective from: 9 September 2026

Print name of authorised officer: JENNY WHITE

Job title: Clerk and RFO (Harvington Parish Council)

Signature of authorised officer: 

Date: 9 September 2026

Date of Policy: September 2026
Recommending Committee/Working Group: Finance & General Purposes Group
Date of recommending committee/working group meeting: 1 September 2026
Policy version reference: v1 2026
Supersedes: N/A
Final Approval: Full Ordinary Parish Council Meeting
Policy effective from: 9 September 2026
Date for next review: May 2027

Regulation Reference **Mandatory Discretions:**	Discretion Type	Discretion Explanation	Employer Position
1. Regulations 31 of the 2013 Regulations	Power to award additional pension	Whether, at the full cost to the Scheme employer, to grant extra annual pension of up to £8,903 (figure for 2025/2026) to an active member, or within 6 months of leaving, to a member whose employment was terminated on the grounds of redundancy or business efficiency.	Harvington Parish Council will only exercise this discretion in exceptional circumstances and on the recommendation of the Staffing Committee, particularly where there may be a clear financial or operational advantage to be gained in doing so.
2. Regulations 16(2)(e) and 16(4)(d) of the LGPS Regulations 2013	Cost share of purchasing additional pension	Whether, where an active member wishes to purchase extra annual pension of up to £8,903 (figure for 2025/2026) by making additional pension contributions (APCs), to voluntarily contribute towards the cost of purchasing that extra pension via a shared cost additional pension contribution (SCAPC).	Harvington Parish Council will not consider contributing to a shared cost APC scheme.
3. Regulation 30(6) of the 2013 Regulations ○ Regulation 3(1) of the TP Regulations ○ Para 2(1) of Schedule 2 of the TP Regulations ○ Regulations 30(5) and 30A (5) of the Benefits Regulations	Whether to allow flexible retirement	Whether to allow flexible retirement for staff aged 55 or over who, with the agreement of the Scheme employer, reduce their working hours or grade. See point 3. Please note that with effect from 06/04/2028, the minimum age of 55 increases to 57.	Harvington Parish Council will consider requests for flexible retirement on a case by case basis, after considering all cost and operational implications and on the recommendation of the Staffing Committee. **Whether to allow the member to choose to take:** a. part or none of the pension benefits built up after 31 March 2008 and before 1 April 2014, Harvington Parish Council will consider requests for flexible retirement on a case by case basis after considering all cost and operational implications, upon recommendation by the Staffing Committee. and / or b. all, part or none of the pension benefits built up after 31 March 2014, Harvington Parish Council

			will consider requests for flexible retirement on a case by case basis after considering all cost and operational implications, upon recommendation by the Staffing Committee. **ii) Whether to waive, in whole or in part, any actuarial reductions which would otherwise be applied to the benefits taken on flexible retirement before Normal Pension Age** Harvington Parish Council will only waive the actuarial reduction on flexible retirement or other bases on a recommendation from the Staffing Committee. Costs are borne by the employer and these must be carefully considered.
4. Para 1(2) & 1(1)(c) of Schedule 2 of the TP Regulations	Switching on the 85-year rule	Whether to "switch on" the 85-year rule for a member voluntarily drawing benefits on or after age 55 and before age 60. See point 4.	Harvington Parish Council will only "switch on" the 85 year rule in exceptional circumstances on the recommendation of the Staffing Committee, once costs have been fully assessed.
5. Regulation 30(8) of the 2013 Regulations	Waiving of actuarial reductions	Whether to waive, in whole or in part, any actuarial reductions on benefits which a member voluntarily draws before normal pension age (other than on the grounds of flexible retirement). See point 5.	Harvington Parish Council will only waive the actuarial reduction on flexible retirement or other basis, on a recommendation from the Staffing Committee. Costs are borne by the employer and these must be carefully considered by the Staffing Committee.
6. Transitional Provisions, Savings and Amendment Regulations 2014	Shared Cost Additional Voluntary contributions	Whether, how much, and in what circumstances to contribute to a SCAVC arrangement	Harvington Parish Council will not consider contributing to a shared cost AVC scheme.

Regulation Reference **<u>Optional Discretions:</u>**	Discretion Type	Discretion Explanation	Employer Position
7. Regulation 16(16) of the LGPS Regulations 2013	Shared Cost Additional Pension	Whether to extend the time limit for a member to elect to purchase additional pension by way of a shared cost additional pension contribution (SCAPC) upon return from a period of absence.	Harvington Parish Council will not exercise this discretion.
8. Regulation 100(6) of the LGPS Regulations 2013	Transfers of Pension Rights	Extend normal time limit for acceptance of a transfer value beyond 12 months from joining the LGPS. See Point 6.	Harvington Parish Council will not exercise this discretion.
9. Regulations 22(7) and (8) of the LGPS Regulations 2013	Membership Aggregation Regulation	Whether to extend the 12-month option period for a member to elect to join deferred benefits to their current employment/membership. See Point 5.	Harvington Parish Council will not exercise this discretion.
10. Regulation 10(6) of the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014 as amended by regulation 27 of the LGPS (Amendment) Regulations 2018	Membership Aggregation (pre 2014 benefits)	Whether to extend the 12 month time limit within which a member (who has not elected to be treated as a member who, in the same employment, was contributing to the Scheme on both 31 March 2014 and 1 April 2014) who has a deferred LGPS benefit in England or Wales following the cessation of employment before 1 April 2014, to elect to aggregate their deferred benefits with their new LGPS employment that commenced on or after 14 May 2018, to purchase earned pension	Harvington Parish Council will not exercise this discretion.
11. Regulations 9 and 10 of the LGPS Regulations 2013	Employee Contribution determination	How an employee's contribution band will be initially determined and thereafter reviewed.	Harvington Parish Council will not exercise this discretion.
12. Regulations 21(4)(a)(iv), 21(4)(b)(iv) and 21(5) of the LGPS Regulations 2013	Assumed Pensionable Pay (lump sum)	Whether to include a regular lump sum payment when calculating assumed pensionable pay.	Harvington Parish Council will not exercise this discretion.
13. Regulations 21(5A) and 21(5B) of the LGPS Regulations 2013, regulation 7 of the LGPS (Amendment) Regulations 2018	Assumed Pensionable Pay	Whether, subject to qualification, to substitute a higher level of pensionable pay when calculating assumed pensionable pay	Harvington Parish Council will not exercise this discretion.