West Wycombe Parish Council
Discretionary Policy for the Local Government Pension Scheme (Benefits, Membership and Contributions Regulations 2008) and Local Government Pension Scheme Regulations 2014

West Wycombe Parish Council having carefully considered all the cost implications of the following discretionary items in relation to staff pensions has resolved not to apply any of the discretions to all employees of West Wycombe Parish Council who have elected to join the Local Government Pension Scheme.

1. West Wycombe Parish Council will not award augmented years to increase the membership {pensionable service) of a current employee in the pension scheme by up to 10 years.

2. West Wycombe Parish Council will not be adopting the discretion to award up to £5000 per year additional pension on retirement.

3. West Wycombe Parish Council will not pay any benefits to an employee who reduces their hours or grade (flexible retirement).

4. West Wycombe Parish Council will not waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.

5. West Wycombe Parish Council will not permit early payment of pension on or after age 55 and before age 60 to either active or deferred members.

6. West Wycombe Parish Council will not waive, on compassionate grounds, actuarial reduction to benefits paid early for either a current employee or for a former employee.

7. West Wycombe Parish Council will not permit late inward transfer of pension rights. A request to transfer pension rights into the LGPS must be made within 12 months of joining the scheme. Any request to transfer pension rights after the twelve month limit will be declined.

8. West Wycombe Parish Council will not grant an application for reinstatement of a suspended tier 3 ill health pension on or after age 55 and before age 60.

9. West Wycombe Parish Council will not waive, on compassionate grounds, the actuarial reduction applied to the reinstatement of a suspended tier 3 ill health pension paid early (i.e. on or after age 55 and before age 60).

10. West Wycombe Parish Council will not adopt a discretionary injury benefit scheme.

11. West Wycombe Parish Council will not grant extra annual pension of up to £6,500 to an active Scheme member or within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency.

12. West Wycombe Parish Council will not allow an active Scheme member who wishes to purchase extra annual pension of up to £6,500 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).

13. West Wycombe Parish Council will not permit flexible retirement for staff aged 55 or over who, with the agreement of the employer, reduce their working hours or grade.

14. As the 85 year rule does not (other than on flexible retirement) automatically apply to members who would otherwise be subject to it and who choose to voluntarily draw their benefits on or after age 55 and before age 60, West Wycombe Parish Council will not switch the 85-year rule back on for such members.

15. West Wycombe Parish Council will not waive any actuarial reductions.

Review Date: 8th April 2026
Minute Number: 333.6

Chairman: *Vicki Smith*