

# Council



**Forest Heath**  
District Council

<b>Title of Report:</b>	<b>Pension Discretions Policy</b>	
<b>Report No:</b>	<b>COU/FH/15/013</b>	
<b>Report to and dates:</b>	<b>Cabinet</b>	17 February 2015
	<b>Council</b>	27 February 2015
<b>Portfolio holder:</b>	Stephen Edwards Resources, Governance and Performance <b>Tel:</b> 01638 660518 <b>Email:</b> <a href="mailto:stephen.edwards@forest-heath.gov.uk">stephen.edwards@forest-heath.gov.uk</a>	
<b>Lead officer:</b>	Karen Points Head of HR, Legal & Democratic Services <b>Tel:</b> 01284 757015 <b>Email:</b> <a href="mailto:karen.points@westsuffolk.gov.uk">karen.points@westsuffolk.gov.uk</a>	
<b>Purpose of report:</b>	The Local Government Pension Scheme (LGPS) changed to a career average ('CARE' – career average revalued earnings) scheme in April 2014. The new pension regulations gave employers a number of discretionary options. We are required to agree and publish our decisions in relation to these discretions in a written Statement of Policy that has to be agreed by Full Council.	
<b>Recommendation:</b>	<b>RECOMMENDED, that the Pension Discretions Policy, attached as Appendix A to Report COU/FH/15/013, be approved.</b>	
<b>Key Decision:</b>  <i>(Check the appropriate box and delete all those that <b>do not</b> apply.)</i>	<i>Is this a Key Decision and, if so, under which definition?</i> Yes, it is a Key Decision - <input type="checkbox"/> No, it is not a Key Decision - <input checked="" type="checkbox"/>	
<b>Consultation:</b>	<ul style="list-style-type: none"> <li>Leadership Team, and Unison</li> </ul>	
<b>Alternative option(s):</b>	<ul style="list-style-type: none"> <li>A written policy is a statutory requirement but there are alternative options in relation to each discretion</li> </ul>	
<b>Implications:</b>		
<i>Are there any <b>financial</b> implications? If yes, please give details</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>As detailed in the Policy and Summary of Recommendations</li> </ul>
<i>Are there any <b>staffing</b> implications? If yes, please give details</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<ul style="list-style-type: none"> <li>As detailed in the Policy and Summary of Recommendations</li> </ul>

<i>Are there any <b>ICT</b> implications? If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<i>Are there any <b>legal and/or policy</b> implications? If yes, please give details</i>		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <ul style="list-style-type: none"> <li>• Written Statement of Policy is a statutory requirement ; as is approval by Full Council</li> </ul>	
<i>Are there any <b>equality</b> implications? If yes, please give details</i>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>Risk/opportunity assessment:</b>		<i>(potential hazards or opportunities affecting corporate, service or project objectives)</i>	
<b>Risk area</b>	<b>Inherent level of risk</b> (before controls)	<b>Controls</b>	<b>Residual risk</b> (after controls)
Lack of written policy breaches statutory requirements	Medium	Approval of Policy	Risk removed
Dispute over the application of discretions	Medium	Discretions clear	Low
<b>Ward(s) affected:</b>		None directly	
<b>Background papers:</b> <i>(all background papers are to be published on the website and a link included)</i>		None	
<b>Documents attached:</b>		<b>Appendix A:</b> Pension Discretion Policy <b>Appendix B:</b> Summary of Recommendations	