

REPORT TO: Executive Board
DATE: 24th March 2016
REPORTING OFFICER: Strategic Director, Community and Resources
PORTFOLIO: Resources
SUBJECT: Pensions Discretions Statement
WARD(S) Borough-wide

1.0 PURPOSE OF THE REPORT

- 1.1 The Council is required to publish a Pensions Discretion Statement annually, to advise the discretions it intends to exercise under the Local Government Pension Scheme (LPGS).
- 1.2 This report accompanies the proposed statement for 2016/17 and outlines minor changes made to it.

2.0 RECOMMENDATION: That:

- i) The Board approve the Pensions Discretions Statement for 2016/17; and**
- ii) Those discretions be exercised by the appropriate Strategic Director, in consultation with the Portfolio Holder for Resources and Operational Director Financial Services. (In the case of applications from Strategic Directors/Chief Executive, replace appropriate Strategic Director with Chief Executive/Strategic Director, Community and Resources respectively).**

3.0 SUPPORTING INFORMATION

- 3.1 The Pensions Discretion Statement for 2016/17 is based upon the statement for 2015/16, which was approved by Executive Board in March 2015.
- 3.2 No new discretions have been added, nor have any discretions been removed.
- 3.3 There have been no material changes to the Local Government Pension Scheme Regulations 2013 that would result in a change to

the statement. Regulation 60 of those regulations sets out what the statement should contain, and the statement is compliant.

- 3.4 Minor drafting changes have been made to the statement for the purposes of adding clarity, and to reflect a change to the Staffing Protocol effective 1st April 2016.
- 3.5 Wording confirming the timescales attributed to the discretions stated under Regulations 22 (7) & (8), and 100 (6) has been amended to make it clear that the time period will not be extended beyond 12 months. It previously stated that it would not 'normally' be extended beyond 12 months.
- 3.6 The redundancy multiplier stated on page 8 of the statement has been amended to align with the Council's Staffing Protocol, effective 1st April 2016. This change to the multiplier was written into the Staffing Protocol, which was approved by Appointments Committee in February 2015.

4.0 **POLICY IMPLICATIONS**

- 4.1 The Council is required to publish a written policy statement on how it will exercise its discretions provided by the scheme. The policies adopted seek to achieve the correct balance between cost to the council tax payer, good employee relations and staff recruitment and retention

5.0 **FINANCIAL IMPLICATIONS**

- 5.1 There are financial implications for the Council in considering the application of these discretions. Each case will be different, and a business case will be required when such a discretion is exercised, balancing the interests of the Council with the interests of the individual.

6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

- 6.1 There are no direct implications to be noted for any of the Council's priorities.

7.0 **RISK ANALYSIS**

- 7.1 The statement complies with the Local Government Pension

Scheme Regulations 2013, and enables the Council to make balanced decisions taking into account all risks.

8.0 EQUALITY AND DIVERSITY ISSUES

8.1 The recommendations will apply equally to all staff who are members of the LGPS. Employees have a right of appeal if they feel they have been treated incorrectly/unfairly.

8.2 In the first instance, appeals are made to the Divisional Manager Policy, People, Performance & Efficiency, who acts in the capacity of the Independent Person for the Independent Disputes and Resolution Procedure.

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

Document	Place of Inspection	Contact Officer
The Local Government Pension Scheme Regulations 2013 (Statutory Instrument 2013 No. 2356)	Municipal Building, Kingsway, Widnes	Richard Rout