

KEYNSHAM TOWN COUNCIL

Pension Employers Policies

Local Government Pension Scheme Regulations 2013

Regulation	Description	Discretion Application
16(2)(e), 16(4)(d), and 16(6)	Funding of additional pension contributions	<p>The total amount of additional annual pension that a member can accrue is £7,579 (2023/2024 value). The Council will fund a shared cost additional pension contributions (SCAPC) contract on an individual basis and only where there is a clear operational or financial advantage to be gained by the Council by doing so. Strike action will not be funded.</p> <p>This discretion does not relate to cases where a member has a period of authorised unpaid leave of absence and elects within 30 days of return to work (or such a longer period as the Scheme employer may allow) to start an SCAPC contract to cover the amount of pension 'lost' during that period of absence. These cases are covered by regulation 15(5) which states that the Scheme employer must contribute two thirds of the cost of these contracts.</p>
30(6)	Granting Flexible Retirement	<p>The Council can determine whether to allow an active member, who has attained the age of 55 or over, who reduces their working hours or grade, to receive immediate payment of all or part of their retirement pension to which the member is entitled to in respect of that employment, subject to an actuarial reduction.</p> <p>The Council has decided to allow flexible retirement, these will be reviewed on a case by case basis, ensuring the detailed merits and financial considerations have been taken into account.</p> <p>A member who has protections under the "85 year rule" could potentially have costs if the flexible retirement is allowed, however any actuarial reduction beyond the "85 year rule" will not be waived except in exceptional circumstances.</p>

	on compassionate grounds	<p>Following Legal and HR advice, the Head of People Transactional Services, will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their control.</p>
30A(5)	<p>Waiving an actuarial reduction to pension benefits being paid to a previously suspended tier three pensioner member on compassionate grounds</p>	<p>The Council can determine whether to waive, in whole or in part, any reduction to a previously suspended tier three pensioner member's pension benefits as a result of a member who has not attained normal pension age but who has attained the age of 55 or over and has elected to receive immediate payment of a retirement pension.</p> <p>Following Legal and HR advice, the Head of People Transactional Services, will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their control.</p>

**Discretions in relation to the Local Government Pension Scheme
Regulations 1997 (The 1997 Pension Regulations) (some may continue to apply in relation to historical cases or councillors)**

Regulation	Description	Discretion Application
31(5)	<p>Waiving, on compassionate grounds, any actuarial reduction applying to a member's benefits that are paid before age 65.</p>	<p>The Council can determine whether to waive, in whole or in part, any reduction to a deferred member's pension benefits as a result of a member who has not attained normal pension age but has elected to receive immediate payment of a retirement pension.</p> <p>Following Legal and HR advice, the Head of People Transactional Services, will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their control.</p>

**Discretions in relation to the Local Government Pension Scheme
Regulations 1995**

Regulation	Description	Discretion Application
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authority.

Regulation	Description	Discretion Application
30(5)	Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's deferred benefits that are paid early.	Following Legal and HR advice, the Head of People Transactional Services, will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their control.
30A(5)	Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's suspended tier 3 ill health pension benefits which are brought back into payment before age 65.	Following Legal and HR advice, the Head of People Transactional Services, will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their control.

Amendment History

Paragraph	Detail	Committee or Town Council	Approval date
Original	Review	F & P Committee	9 th December 2025
	Review/adoption	Town Council	16 th December 2025
Next review		F&P Committee	December 2027



16/12/25