



SHAVINGTON
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Shavington-cum-Gresty Parish Council
Main Rd, Shavington, Crewe, CW2 5DP

SHAVINGTON-CUM-GRESTY PARISH COUNCIL
LGPS DISCRETIONS POLICY
LGPS 2014 SCHEME, PENSION FUND
Approved 06.03.2024
Reviewed 02.09.2026



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	Discretion and Regulation	Policy on Individual Discretions
1	Reg 31: Whether to grant additional pension to a member (up to £6500pa*). *figure correct as of 1 April 2014, revalued annually under the Pension (Increase) Act 1971	Shavington-cum-Gresty Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express permission of Full Parish Council after consideration of the costs that would apply.
2	Reg 16(2)e and Reg 16(4)d: Whether to make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this). (Note: this discretion only relates to cases when the member is working as normal rather than absent from work with permission but no pensionable pay – in the latter scenario, employers must fund it if necessary.)	Shavington-cum-Gresty Parish Council will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the express permission of Full Parish Council after consideration of the costs that would apply.
3	Reg 30(6) Whether all or some pension benefits can be paid if a member aged 55 or over reduces their hours/grade and continues to work ('flexible retirement').	Shavington-cum-Gresty Parish Council will consider employee requests to take flexible retirement on a case by case basis after taking into account factors such as service delivery. The Full Parish Council, following recommendation from the Staffing Committee, will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.



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4	Reg 30(8) Waiving actuarial reduction on flexible retirement.	Shavington-cum-Gresty Parish Council will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from Full Parish Council.
5	Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) for both active and deferred members.	Shavington-cum-Gresty Parish Council will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the express recommendation of the Staffing Committee after considering the costs that would apply.
6	Switching on the 85 rule – Schedule 2 - 1(1)(c) of the LGPS Transitional Regulations 2014	Shavington-cum-Gresty Parish Council will only switch on the 85 rule in exceptional circumstances and as the result of the recommendation of the Finance, Governance and Risk Committee after considering the costs that would apply.
7	Regs 22(8 and 9) Whether to extend 12-month period to separate previous LG service.	Shavington-cum-Gresty Parish Council will not allow an option to combine previous LG service.
8	Reg 9(3) Determine rate of employees' contributions.	Shavington-cum-Gresty Parish Council will review all employees' contribution bands when there has been contractual change to a member's salary or hours at some point during the year. A member's contribution rate will not be reviewed as the result of one-off additional payments (such as honoraria).
9	Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.	Shavington-cum-Gresty Parish Council will not allow an option to combine previous non-LG service.

Note: These regulations are from the Local Government Pension Scheme Regulations 2013, in force from 1 April 2024