

Statement of policy

on the Local Government Pension Scheme
(Benefits, Membership and Contributions)
Regulations 2008

Employer name: The Ouse and Humber Drainage
Board

Policy effective from: 15 April 2013

Statement of policy

on the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2008

The Employing body which is

The Ouse and Humber Drainage Board

has resolved that the following discretions available in the above Statutory Instrument, should be implemented in compliance with Regulation 66 of the Local Government Pension Scheme (LGPS) Administration) Regulations 2008 as set out below:

PART A - where formulation of policy is compulsory

REGULATION 12	POLICY DECISION
<p><i>Power of employing authority to increase total membership of active members</i></p> <p>An employer may resolve to increase the total membership of an active member. The maximum award (including additional membership in respect of different employments) must not exceed 10 years.</p> <p>An employer may also resolve to award augmented service to a member up to 6 months after they have left employment provided that their termination of employment was on redundancy/efficiency grounds.</p>	<p><i>That any increase in membership of active members shall not be given other than on grounds of redundancy or efficiency subject to approval by the Board after the costs have been fully investigated including the impact on the employers contribution rate and any amounts which the employer is required to pay into the pension fund and any benefits to the Board</i></p>

REGULATION 13	POLICY DECISION
<p><i>Power of employing authority to award additional pension</i></p> <p>An employer may resolve to award a member additional pension of not more than £5,000 a year payable from the same date as his LGPS pension. This award may be paid in addition to any increase of total membership awarded to that member under Regulation 12 above.</p>	<p><i>This discretion will not be exercised.</i></p>

REGULATION 18	POLICY DECISION
<p><i>Flexible retirement</i></p> <p>Employers may allow a member from age 55 onwards to draw all or part of the pension benefits they have already built up whilst still continuing in employment. This is provided the employer agrees to the member either reducing their hours or moving to a position on a lower grade.</p> <p>In such cases, pension benefits will be reduced in accordance with actuarial tables unless the employer waives the reduction either fully or in part or a member has protected rights.</p>	<p><i>That flexible retirement shall be subject to approval by the Board after the costs have been fully investigated including the impact on the employers contribution rate and any benefits to the Board also taking into account the members circumstances and provided the Board agrees to the member either reducing their working hours or moving to a position on a lower grade.</i></p>

REGULATION 30	POLICY DECISION
<p><i>Choice of early payment of pension</i></p> <p>Employers can allow voluntary early retirement to members of the LGPS between the ages of 55 and 59. In such cases, pension benefits will be reduced in accordance with actuarial tables unless the employer waives reduction on compassionate grounds or a member has protected rights. The employer is responsible for paying to the Pension Fund any strain on fund costs arising from the exercise of this discretion.</p> <p>Employers can also allow the early payment of deferred benefits to former members of the LGPS between the ages of 55 and 59. In such cases, pension benefits will be reduced in accordance with actuarial tables unless the employer waives reduction on compassionate grounds or a member has protected rights. The employer is responsible for paying to the Pension Fund any strain on fund costs arising from the exercise of this discretion.</p> <p>Please note where a deferred member left the LGPS before 1 April 2008 then the employer policy under the 1997 Regulations will apply</p>	<p><i>That all early retirements prior to age of 60 shall be subject to approval by the Board after the costs have been fully investigated including the impact on the employers contribution rate and any amounts which the employer is required to pay into the pension fund and any benefits to the Board also taking into account the members circumstances</i></p>

REGULATION 30A	POLICY DECISION
<p><i>Choice of early payment of pension : pensioner member with deferred benefits</i></p> <p>Employers can allow the early payment of deferred benefits to pensioner members of the LGPS between the ages of 55 and 59. A deferred pensioner member is a former employee retired on ill health grounds with the award of Tier 3 benefits that have now ceased.</p> <p>In such cases, pension benefits will be reduced in accordance with actuarial tables unless the employer waives reduction on compassionate grounds or a member has protected rights. The employer is responsible for paying to the Pension Fund any strain on fund costs arising from the exercise of this discretion.</p>	<p><i>That all early retirements on the grounds of ill health prior to the age of 60 shall be subject to approval by the Board after the costs have been fully investigated including the impact on the employers contribution rate and any amounts which the employer is required to pay into the pension fund and any benefits to the Board also taking into account the members circumstances.</i></p>

PART B - where formulation of policy is NOT compulsory

REGULATION 3 (LGPS (Benefits etc) Regs 2007)	POLICY DECISION
<p><i>Contributions payable by active members</i></p> <p>Employers determine the contributions payable by members by attributing each member to one of the contribution bands set out in Regulation 3. Employers have the capacity to re-attribute the specific payband (upwards or downwards) where there is a material change in a member's contractual terms.</p>	<p><i>The Board will re-attribute the specific pay band annually following publication of annual pay settlements taking into account any material change in a members contractual terms.</i></p>

REGULATION 16 (4) (b) (ii) (LGPS (Admin) Regs 2008)	POLICY DECISION
<p><i>Facility to extend time limits for active members to aggregate deferred periods of LGPS membership</i></p> <p>Where a deferred member becomes an active member, then the member can elect to aggregate his deferred membership with his active membership. The election to aggregate must be made by the member within 12 months of becoming an active member and the member must be active at the date of election. Employers may allow a longer period than 12 months.</p>	<p><i>No Policy</i></p>

REGULATION 83 (8) (LGPS (Admin) Regs 2008)	POLICY DECISION
<p><i>Facility to extend time limits for active members to request a transfer of previous pension rights into the LGPS</i></p> <p>Where an active member requests to transfer previous pension rights into the LGPS, the member must make a request within 12 months of becoming an active member. Employers may allow a longer period than 12 months.</p>	<p><i>No Policy</i></p>

There are other non-compulsory discretions available for

The Ouse and Humber Drainage Board to consider, and cases where these may arise in the future will be considered on an individual basis; the merits of each case being fully investigated.

The Ouse and Humber Drainage Board in exercising the discretionary powers available under the above Regulation has acted with due prudence and propriety and considered the financial impact of applying the discretions.

These policies may be subject to review from time to time. Any subsequent change in this Policy Statement will be notified to affected employees.

The Ouse and Humber Drainage Board will notify the Fund of any revisions to this Statement within one month of the revised policy taking effect.

Signed on behalf of:

The Ouse and Humber Drainage Board

Completed by:

Andrew Morrirt

Position:

Chief Executive

Signature:



Date:

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PART C - where formulation is undertaken by the ERPF as administering authority

REGULATION 30 (LGPS (Benefits etc) Regs 2007)

Choice of early payment of pension in cases where a member's former employing authority has ceased to exist

Where a member's former employer has ceased to exist and there is no successor body, the administering authority can allow the early payment of deferred benefits to former members of the LGPS between the ages of 55 and 59. In such cases, pension benefits will be reduced in accordance with actuarial tables unless the administering authority waives reduction on compassionate grounds or a member has protected rights.

POLICY DECISION

Approved by the Pensions Committee (Minute 816, 14 December 2012)

Each case will be initially assessed taking account of the member's former employer's statement of policy. Where the policy allows for early payment of benefits, then this will be approved if there is no strain on fund costs.

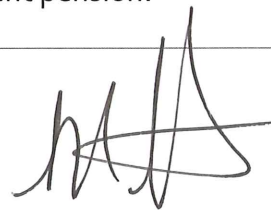
Where there is no former employer's statement of policy or if there is strain on fund costs then the request for early payment of benefits will only be approved on compassionate grounds. This is where a deferred member is unable to work because they are providing full time care to a dependant. In compassionate cases, any actuarial reduction will be waived and the strain on fund costs will be met by all Fund employers.

The Director of Corporate Resources has delegated authority to exercise the discretion in accordance with the policy.

<p>REGULATION 30A (LGPS (Benefits etc) Regs 2007)</p>	<p>POLICY DECISION Approved by the Pensions Committee (Minute 816, 14 December 2012)</p>
<p><i>Choice of early payment of pension : pensioner member with deferred benefits in cases where a member's former employing authority has ceased to exist</i></p> <p>Where a member's former employer has ceased to exist and there is no successor body, the administering authority can allow the early payment of deferred benefits to pensioner members of the LGPS between the ages of 55 and 59. A deferred pensioner member is a former employee retired on ill health grounds with the award of Tier 3 benefits that have now ceased.</p> <p>In such cases, pension benefits will be reduced in accordance with actuarial tables unless the administering authority waives reduction on compassionate grounds or a member has protected rights.</p>	<p>Each case will be initially assessed taking account of the member's former employer's statement of policy. Where the policy allows for early payment of the pension, then this will be approved if there is no strain on fund costs.</p> <p>Where there is no former employer's statement of policy or if there is strain on fund costs then the request for early payment of benefits will only be approved on compassionate grounds. This is where a deferred pensioner member is unable to work because they are providing full time care to a dependant. In compassionate cases, any actuarial reduction will be waived and the strain on fund costs will be met by all Fund employers.</p> <p>The Director of Corporate Resources has delegated authority to exercise the discretion in accordance with the policy.</p>

<p>REGULATION 31 (LGPS (Benefits etc) Regs 2007)</p>	<p>POLICY DECISION Approved by the Pensions Committee (Minute 816, 14 December 2012)</p>
<p><i>Early payment of pension : ill-health in cases where a member's former employing authority has ceased to exist</i></p> <p>Where a member's former employer has ceased to exist and there is no successor body, the administering authority can allow the early payment of deferred benefits to a deferred member or the suspended Tier 3 ill health pension brought back into payment for a deferred pensioner member of the LGPS before Normal Retirement Age where a member has become permanently incapable of undertaking any gainful employment as defined in the LGPS Regulations 2008.</p> <p>In the case of the deferred pensioner member, this could be because the original ill health condition has worsened or the member is suffering from another ill health condition that renders the deferred pensioner member permanently incapable of undertaking any gainful employment.</p>	<p>Before deciding whether to agree to such a request, the Fund must obtain a certificate from an Independent Registered Medical Practitioner (IRMP) as to whether, in the IRMP's opinion, the member is suffering from a condition that renders the member permanently incapable of undertaking any gainful employment.</p> <p>Where in the IRMP's opinion, the member is suffering from a condition that renders the member permanently incapable of undertaking any gainful employment, the Fund will approve the early payment of the deferred pension benefits or the deferred pensioner tier 3 ill health pension and the strain on fund costs will be met by all Fund employers.</p> <p>The Director of Corporate Resources has delegated authority to exercise the discretion in accordance with the policy.</p>

REGULATION 70 <i>(LGPS (Admin) Regs 2008)</i>	POLICY DECISION Approved by the Pensions Committee (Minute 440, 26 January 2007)
<p><i>Statements of policy concerning abatement of retirement pensions in new employment</i></p> <p>Where a scheme member retires and seeks re-employment, if they choose to remain outside the local government sphere, their pension continues. If they return to an employer who participates in the LGPS, their pension can be reduced or stopped.</p> <p>Subject to consultation with Fund employers, the administering authority has discretion to determine how it wishes to treat re-employed scheme members who retire after 31st March 1998.</p>	<p>Where the re-employment starts before 1 April 2007, then the policy approved is:</p> <ul style="list-style-type: none"> (a) That any ill health pension should cease in the event of re-employment subject to the protection afforded to members who were subject to the 1995 Regulations; (b) That with regard to other retirement pension no abatement be applied where the statutory pension in payment is £5,000 per annum or less, this amount to be increased in line with the annual index linking from April 1999 and thereafter; and (c) That where an annual statutory pension exceeds £5,000 per annum then the statutory pension in excess of this amount be abated subject to the protection afforded to members who were subject to the 1995 Regulations. <p>Where the re-employment starts after 31 March 2007, there will be no abatement of the retirement pension.</p>



17/4/13.