BARFORD AND WRAMPLINGHAM

PENSION POLICY

As required by Local Government Pension Scheme (LGPS) Regulations 2013 and the LGPS (Administration) Regulations 2008 set out below is the policy statement on Pensions for Barford & Wramplingham Parish Council. This policy has been

A copy of this policy is available from the Parish Clerk and has also been lodged with the Norfolk Pension Fund.

In all references to agreement by Barford & Wramplingham Parish Council any decisions must be placed before a full meeting of the Council and be subject to an agreed resolution.

Name of Employer	Barford & Wramplingham Parish Council has adopted the policies shown on the following pages
Signed (authorised signatory)	
Name of authorised signatory	Heidi Frary

POLICY STATEMENT COMPULSORY ITEMS:

Awarding Additional Pension : Regulation 31
Barford & Wramplingham Parish Council may increase a member's benefits by awarding additional pension up to a maximum of £6,500 per annum (from April 2014) on agreement of the Council. Barford & Wramplingham Parish Council will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage.
Funding of Additional Pension : Regulations 16(2e) 16(4d)
Barford & Wramplingham Parish Council may fund (either wholly or in part) an active members Additional Pension Contribution (APC) contract. Requests will be assessed on a case by case basis and should be made in writing to the Chairman of the Council. However where an APC is used to cover a period of unpaid leave, Barford & Wramplingham Parish Council is required to automatically pay 2/3rds of the cost with the member paying the rest, providing the APC request is made within 30 days of the member returning from leave.
Flexible Retirement : Regulation 30(6)
Barford & Wramplingham Parish Council may give consent for a member aged 55 or more who reduces their grade or hours of work (or both) to receive all or part of their benefits immediately, even though they have not left the Councils employment on agreement of the Council. Barford & Wramplingham

Parish Council will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage. If the benefits payable on flexible retirement would normally be reduced for early payment Barford & Wramplingham Parish Council may agree to waive all or part of the reduction on agreement of Barford & Wramplingham Parish Council. Barford & Wramplingham Parish Council will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage.
Waiving of Actuarial Reduction : Regulation 30(8)
In circumstances where it can see a clear financial or administrative advantage, Barford & Wramplingham Parish Council may give consent for a member aged 55 or more who leaves its employ without an entitlement to immediate LGPS benefits to receive them straight away regardless on agreement of Barford & Wramplingham Parish Council. If the benefits payable would normally be reduced for early payment, Barford & Wramplingham Parish Council may agree to waive all or part of the reduction. Any request will be determined on a case by case basis and must be backed by reports from the employee's line manager and also the chairman. In the case of the clerk reports will be required from the chairman and vice-chairman.
Early Payment of Pension : Regulation 30 of the LGPS (Benefits, Membership and Contributions) Regulations 2007 (Two decisions to be made)
For members who left Barford & Wramplingham Parish Council before 1 April 2014 and subsequently wish to take their benefits between the ages of 55 and 60, Barford & Wramplingham Parish Council may consent to immediate payment of Local Government Pension Scheme benefits. If the member's benefits payable would normally be reduced Barford & Wramplingham Parish Council may agree to waive all or part of the reduction on compassionate grounds. Any waiver will be determined on a case by case basis.
Admission Policy
All members of staff of Barford & Wramplingham Parish Council are eligible for the scheme (providing they meet the scheme regulations).
Appointment of Adjudicator for Member Disagreements: Regulation 74(1)
There is a three stage dispute procedure for members who disagree with any LGPS decision made by their employer. The first stage will be handled by Barford & Wramplingham Parish Council. Barford & Wramplingham Parish Council will appoint an adjudicator whose job title and address will be made available should an application be made by an employee.