

TONBRIDGE & MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

23 June 2014

Report of the Director of Central Services & Monitoring Officer

Part 1- Public

Delegated

1 PENSIONS DISCRETIONS POLICY

Summary

This report requests Members to endorse an amended policy in responses to changes in Pensions legislation.

1.1 Introduction

- 1.1.1 Under the Local Government Pension Scheme Regulations 2013, employers are required to make policy decisions under parts of the regulations.
- 1.1.2 There are now 5 discretions that the Council are required to have a policy decision on, and there are a further 5 discretions where it is suggested that it would be best practice to have a written policy.
- 1.1.3 The Regulations require that employers should prepare and publish a written statement with regard to the required policies and send a copy of this to Kent County Council Pension Section by no later than 30th June 2014.

1.2 The amended Policy

- 1.2.1 The amended Policy (Attachment), largely reflects the policy decisions as they have been made in the past.
- 1.2.2 The amended Policy has been reviewed and endorsed by the Management Team
- 1.2.3 Members will note that the Policy contains 9 discretions: the 5 'mandatory' and 4 of the 5 discretions suggested as best practice.

1.3 Legal Implications

- 1.3.1 The Council is required by the Pension Regulations to publish the 5 'mandatory' discretions.

1.4 Financial and Value for Money Considerations

1.4.1 These discretion decisions are proposed in order to protect the Council's financial position.

1.5 Risk Assessment

1.5.1 Without such published discretions, there is the risk of unforeseen financial implications for the Council and the risk of unequal treatment in the consideration of discretion matters.

1.6 Equality Impact Assessment

1.6.1 See screening for equality impacts' table at end of report.

1.7 Conclusion and Recommendation

1.7.1 Members are requested to endorse the amended Pensions Discretions Policy (Attachment).

Background papers:

contact: Charlie Steel

Nil

Adrian Stanfield

Director of Central Services & Monitoring Officer

Screening for equality impacts:		
Question	Answer	Explanation of impacts
a. Does the decision being made or recommended through this paper have potential to cause adverse impact or discriminate against different groups in the community?	No	

Screening for equality impacts:		
Question	Answer	Explanation of impacts
b. Does the decision being made or recommended through this paper make a positive contribution to promoting equality?	No	
c. What steps are you taking to mitigate, reduce, avoid or minimise the impacts identified above?		In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above.

In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above.