

**CAERPHILLY COUNTY BOROUGH COUNCIL DISCRETIONS POLICY ON LGPS 2014**

<b>Regulation Number</b>	<b>Discretion</b>	<b>Policy</b>
R 16(2)(e) & R16(4)(d)	Whether, how much, and in what circumstances to contribute to a shared cost Additional Pension Contribution (APC) Scheme.	This discretion is not adopted, apart from those that the Council has to enter into under the Pension Regulations such as when an employee is paying for a period of unpaid absence and the employer must pay their contributions, because of the associated costs.
R 30 (6) & TP 11 (2)	Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)	This discretion has been adopted for 'active' members of the LGPS.
R 30 (8)	Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.	The Council does not currently have Flexible Retirement Scheme so this discretion is not adopted at the current time.
R 30 (8)	Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal retirement age.	This discretion has not been adopted.
TPSch2, para 2 (2)	Whether to 'switch on' the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	It is proposed that this discretion is adopted subject to each case being supported by a viable business case and approved by the Council's Pension and Compensation Committee.
R 31	Whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £6500 p.a.).	This discretion has not been adopted.