

LOCAL GOVERNMENT PENSION SCHEME

Employer's Pension Policy Statement

This document sets out the policies that the South Holland Internal Drainage Board (SHIDB) is required to make and publish under the Local Government Pension Scheme (Administration) Regulations 2013, Regulations 60 (1) and 60 (5) and the Local Government Pension Scheme (Administration) Regulations 2007, Regulation 66 (1).

To be approved by the SHIDB at its Board Meeting on 6 May 2014.
It has been published and has been registered with the Lincolnshire Pension Fund.

Members may obtain a copy on request from the Chief Executive.

Any reference to agreement by the SHIDB means a resolution passed by its Board Members.

Any policy decision not covered by this document that may from time to time be required of the SHIDB should be referred in the first instance to its Chief Executive, who may in turn refer it to the Board Members, or delegate it to a specified officer of the SHIDB.

COMPULSORY REGULATIONS:

Funding of Additional Pension : Regulations 16(2e) 16(4d)

The SHIDB may agree, at its own cost, to part fund, or wholly fund a member's additional pension contract (APC).

It would consider doing so only in cases where it could see a clear financial or administrative advantage to the SHIDB.

Where an APC is used to cover a period of unpaid leave, the SHIDB will automatically pay 2/3 of the cost, with the member paying the balance, providing the APC request is made within 30 days of the member returning from leave.

Awarding Additional Pension : Regulation 31

The SHIDB may agree, at its own cost, to award a member an additional pension up to a maximum of £6,500 p.a. from April 2014.

It would consider doing so only in cases where it could see a clear financial or administrative advantage to the SHIDB.

Flexible Retirement : Regulation 30(6)

The SHIDB may agree, at its own cost (if there is any) for a member aged 55 or more, who reduces their grade, hours of work or both, to receive all or part of their LGPS benefits immediately, even though they have not left the SHIDB employment.

It would consider doing so only in cases where it could see a clear financial or administrative advantage to the SHIDB.

Waiving of Actuarial Reduction : Regulation 30(8)

If the benefits on retirement before normal pension age would normally be reduced for early payment, the SHIDB may agree, at its own cost, to waive all or part of the reduction.

It would consider doing so only in cases where it could see a clear financial or administrative advantage to the SHIDB.

Early Payment of Pension : Regulation 30 of the LGPS (Benefits, Membership and Contributions) Regulations 2007

The SHIDB may agree, at its own cost, for a member aged 55 or more, who has left its employment prior to April 2014 without an entitlement to immediate LGPS benefits, to receive them straight away regardless.

It would consider doing so only in cases where it could see a clear financial or administrative advantage to the SHIDB.

If the benefits payable in such a case would normally be reduced for early payment, the SHIDB may agree, at its own cost, to waive all or part of the reduction if there were compassionate grounds for doing so.

The SHIDB would consider any cases arising on their individual merits.

NON-COMPULSORY REGULATIONS:

Absence Contribution Time Limit : Regulation 22 (2) of the LGPS (Administration) Regulations 2007

The SHIDB may extend the 30 days' time limit within a return to work, (or within the last day of service if not returning), for members to request their right to pay voluntary pension contributions to cover a period of absence starting prior to 1 April 2014.

The SHIDB would consider any cases on their individual merits.

Membership Aggregation : Regulation 16(4)(b)(ii) of the LGPS (Administration) Regulations 2007

The SHIDB may extend the twelve months' time limit for a member transferring to a new post (pre April 14) from another LGPS employer, either directly or after a break to opt to aggregate the two periods of membership.

The SHIDB would consider any cases on their individual merits.

Membership Aggregation : Regulation 22(7b) (8b)

The SHIDB may extend the twelve months' time limit for a member transferring to a new post (post April 2014) from another LGPS employer, either directly or after a break to opt to keep their periods of membership separate.

The SHIDB would consider any cases on their individual merits.

Shared Cost AVCs : Regulation 17(1)

The SHIDB may agree, at its own cost to contribute towards a Shared Cost AVC Scheme, whereby the employer pays contributions as well as the member.

The SHIDB would only consider doing so in cases where it could see a clear financial or administrative advantage to the SHIDB.

Forfeiture of Pension Rights : Regulation 19(2), 91, 92, 93

The SHIDB may use its discretion, within the terms of these regulations, to direct that all or part of a member's LGPS pension rights be forfeited and/or paid over to the SHIDB or specified dependants of a member who leaves their LGPS employment as a result of a conviction for an offence in connection with that employment, or as a result of their own criminal, negligent or fraudulent act in

connection with that employment.

The SHIDB would consider any cases individually.

Appointment of Adjudicator for Member Disagreements : Regulation 74(1)

The SHIDB will appoint an adjudicator, either internally or externally, for the first stage of the three-stage procedure in any dispute arising from a member's disagreement with any LGPS decision made by the SHIDB.

The SHIDB will inform the member of the job title and address of the person appointed as adjudicator.

Transfers of Pension Rights : Regulation 100(6)

The SHIDB may extend the twelve months' time limit for a member joining the LGPS to opt to transfer previous pension rights from a non-LGPS pension scheme into the LGPS. .

The SHIDB would consider any cases on their individual merits.

Members' Contribution Rates : Regulation 9(3)

If a member's pay moves into a different contribution band during a financial year the SHIDB will implement the applicable new band at the next annual review of allocation of contribution bands.

Admission Policy ('designating bodies' only) : Regulation 3(5)

All permanent employees of the South Holland IDB will be automatically enrolled as members of the LGPS unless they choose to opt out.

Name of Employer	South Holland IDB _____
	has adopted the policies shown on these pages
Signed (authorised signatory)	
Name of authorised signatory	P J Camamile, Chief Executive
Date	6 May 2014