

Purpose: Decision

Date **8 March 2018**

Title **LGPS – Employer Discretions Policy**

Report of Treasurer



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

EXECUTIVE SUMMARY

1. It is a requirement of the Local Government Pension Scheme (LGPS) regulations 2014 that each employing authority has a published Employer Discretions policy.
2. Whilst Hampshire County Council has a published discretions policy it was noted that members of the LGPS who were employed by HFRA were not covered by this policy.
3. The attached employer discretions policy has been prepared for HFRA that mirrors that in place for HCC in all respects, apart from Part B – Optional Discretions:
 - (a) It states that consideration may be given to extending the standard 12 month period to transfer in previous pension rights into the LGPS up to a maximum of 24 months where there are extenuating circumstances. Requests under this discretion must be agreed by the Chief Financial Officer.

CONSULTATION

4. The Trades Union have been consulted and did not raise any comment.

RESOURCE IMPLICATIONS

5. There are no direct resource implications contained within this report.

LEGAL IMPLICATIONS

6. The Employer Discretions policy accords with the requirements of the LGPS rules and any case will be managed on an individual basis in accordance with this policy.

PEOPLE IMPACT ASSESSMENT

7. There are no direct impacts on people as a result of this report.

CONCLUSION

8. Publishing an employer discretion policy for HFRA is a requirement of the LGPS and its publication should be noted.

9.

RECOMMENDATION

10. That the attached Employer Discretions Policy be approved subject to any amendments reported at the meeting.

11. That the Treasurer be given delegated authority to approve any minor amendments to the Employer Discretions Policy if required.

APPENDICES ATTACHED

Appendix A – Employer Discretions Policy for HFRS

Contact:

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Section 100 D - Local Government Act 1972 – background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report.

Final Accounts Report – F&GP Committee 4 July 2016

NB: the list excludes Published works

Documents which disclose exempt or confidential information as defined in the Act.

None