



## Local Government Pension Scheme (LGPS)

### Employer Policy

The Local Government Pension Scheme for England & Wales is a statutory pension scheme.

Under the Local Government Pension Scheme Regulations, Employers are required to formulate, publish and keep under review a policy statement in relation to the exercise of a number of discretions under the LGPS. This document therefore constitutes the Policy Statement of Pontypool Community Council. (“the employer.”)

<b>Discretionary Policies that have to be published in 2014</b>		
<b>Employer Discretion</b>	<b>Regulation</b>	<b>Statement of policy about exercise of discretionary functions</b>
Policy No. 1 Whether, how much, and in	<a href="#">R16(2)(e) &amp; R16(4)(d)</a>	The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.



<p>what circumstances to contribute to a shared cost APC scheme</p>		<p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p>
<p>Policy No.2  Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)</p>	<p><a href="#">R30(6)</a> &amp; <a href="#">TP11(2)</a></p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p> <p>Requests will only be considered if an employee is reducing the hours of their current job by at least 20% or are transferring to another job which has either 20% fewer hours or is at a lower grade.</p> <p>Employees who have flexibly retired may not subsequently apply for positions that would result in either an increase in</p>



		hours or being paid at a higher grade.
<p>Policy No. 3</p> <p>Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement</p>	<p><a href="#">R30(8)</a></p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p>
<p>Policy No. 4</p> <p>Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age</p>	<p><a href="#">R30(8)</a></p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p>
<p>Policy No.5</p> <p>Whether to ‘switch-on’ the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before</p>	<p><a href="#">TP Sch2, para 2(2)</a></p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional</p>



<p>age 60</p>		<p>circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p> <p>The cost of strain on the scheme must be mitigated by the salary saving over a number of years appropriate to the business needs of the service in order for the 85 Year Rule to be switched back on in any particular case.</p>
<p>Policy No. 6</p> <p>Whether to waive, on compassionate grounds, the actual reduction applied to benefits from pre 1.4.2014 membership where the employer has ‘switched-on’ the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before 60</p>	<p><a href="#">TP Sch2, para 2(3)</a></p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p> <p>The cost of strain on the scheme must be mitigated by the salary saving over a number of years appropriate to the business needs of the service in order for the 85 Year Rule to</p>



		be switched back on in any particular case.
<p>Policy No.7</p> <p>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 £6,500 p.a.)</p>	R31	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy” or to recruit or retain or retain someone with specific qualifications and/or experience.</p> <p>Any application requesting the Council to exercise this discretion should be supported by a robust business case, which the employer will consider alongside the needs of the service.</p>

<b>Other Policies</b>		
<p>Policy No. 8</p> <p>Whether, for a member leaving on the grounds of redundancy or efficiency on or before 31 March 2014, to augment membership (by up</p>	R12	<p>The employer will not exercise this discretion, is spent entirely after 30 September 2014 and will therefore no longer apply after that date.</p>



to 10 years).		
<p>Policy No. 9</p> <p>Whether to grant application for early payment of deferred benefits on or after age 55 and before 60.</p>	R30 (2)	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p>
<p>Policy No. 10</p> <p>Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under Benefits Regulation 30 (2)</p>	R30 (5)	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application would be considered alongside the needs of the service.</p>
<p>Policy No. 11</p> <p>Whether to grant application for early payment of a suspended tier 3 ill health</p>	R30A (3)	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances</p>



<p>pension on or after age 55 and before 60.</p>		<p>such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p>
<p>Policy No. 12</p> <p>Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under Benefits Regulation 30A (3)</p>	<p>R30A (5)</p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application would be considered alongside the needs of the service.</p>
<p>Policy No. 13</p> <p>Whether to grant application from a post-31 March 1998/pre-1 April 2008 leaver (or from a Councillor) for early payment of benefits on or after age 50/55 and before age 60.</p>	<p>R31(2))</p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances such as on compassionate grounds, where compassion is defined as “inclined to pity or mercy.”</p>
<p>Policy No. 14</p>	<p>R31(5))</p>	<p>The employer will not ordinarily exercise its discretion in relation to this policy but reserves the right to consider any application</p>



<p>Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early for a post-31 March 1988/pre-1 April 2008 leaver (or a Councillor leaver)</p>		<p>carefully and fairly and on its individual merits.</p> <p>The employer will consider its use in exceptional circumstances where compassion is defined as “inclined to pity or mercy.”</p> <p>Any application would be considered alongside the needs of the service.</p>
<p>Policy No. 15</p> <p>Whether to consent to pre-1 April 2008 employee optants out (and Councillor optants out), who continue in employment/post, receiving payment of benefits at normal retirement date.</p>		<p>When a member who previously opted out reaches their normal retirement date but remains in the employer’s employment then he/she would be entitled to payment of their deferred pension. However a member who did not opt out but remained in the scheme would not be able to take payment of their benefits until he/she had retired and left the employer’s employment.</p>

Any application for the employer to exercise its discretion in relation to any of the above should be submitted in writing to the Clerk to the Council who will consider the business case for the request. The Clerk to the Council may submit such requests to members of the Council for formal determination.





Mrs. R. V Tucker

Signature of Certifying Officer

Date 30/6/14

Name of Certifying Officer Mrs R.V. Tucker

Position in Organisation Clerk to the Council

Date of Next Review

June 2015



Additional LGPS Policies required to be put in place:

Discretion	Regulation	Policy
To whom to offer membership of the LGPS (designation bodies).	3(1)(b) & Schedule 2, Part 2	All members eligible to join
Which employees to designate for membership (admission bodies).	3(1)(c) & 4(2)(b)	All members eligible to join
Whether, in respect of an admission body providing a service in respect of outsourced work, to set off against payments due to that body any sums due from that body to the Fund.	Schedule 2, Part 3, Paragraph 12(c)	Take appropriate action in light of each admission agreement
Determine rate of employees' contributions.	9(1) & 9(3)	Apply this discretion
Whether, how much, and in what circumstances to contribute to shared cost AVC arrangements entered into on or after 1/4/14.	17(1) & Definition of SCAVC in Schedule 1	Not to apply this discretion
No right to return of contributions if member left due to offence of a fraudulent character or grave misconduct unless employer directs a total or partial refund is to be	19(2)	Apply this discretion



made.		
Specify in an employee's contract what other payments or benefits, other than those specified under Regulation 20(1)(a) and not otherwise precluded by Regulation 20(2), are to be pensionable.	20(1)(b)	Apply this discretion
In determining Assumed Pensionable Pay, whether a lump sum payment made in the previous 12 months is a "regular lump sum".	21(5)	Apply this discretion
Whether to extend the 12 month option period for a member to elect that deferred benefits should not be aggregated with a new employment.	22(8)(b)	Extension only in exceptional circumstances
Whether to extend the 12 month option period for a member to elect that deferred benefits should not be aggregated with an ongoing concurrent employment.	22(7)(b)	Extension only in exceptional circumstances
Determine whether person in receipt of Tier 3 ill health pension has started gainful employment.	37(3) & (4)	Apply this policy taking into account medical documentation from the Pension Fund Doctor
Whether to recover any overpaid Tier 3 pension following commencement of gainful employment.	37(3)	Recover any overpayment



<p>Decide whether deferred beneficiary meets criteria of being permanently incapable of former job because of ill health and is unlikely to be capable of undertaking gainful employment before normal pension age or for at least three years, whichever is the sooner.</p>	<p>38(3)</p>	<p>Apply this policy taking into account medical documentation from the Pension Fund Doctor</p>
<p>Decide whether a suspended ill health tier 3 member is unlikely to be capable of undertaking gainful employment before normal pension age because of ill health.</p>	<p>38(6)</p>	<p>Apply this policy taking into account medical documentation from the Pension Fund Doctor</p>
<p>Whether to extend six month period to lodge a stage one IDR appeal.</p>	<p>74(4)</p>	<p>Only extended in exceptional circumstances</p>
<p>Decide procedure to be followed by adjudicator when exercising stage one IDR functions and decide the manner in which those functions are to be exercised.</p>	<p>74(6)</p>	<p>Apply the decision and adopt a formal IDR (internal dispute resolution procedure)</p>
<p>Whether to apply to Secretary of State for a forfeiture certificate (where member is convicted of a relevant offence).</p>	<p>91(1) &amp; (8)</p>	<p>Take appropriate action in light of circumstances relating to each case</p>



<p>Where forfeiture certificate is issued, whether to direct that benefits are to be forfeited (other than rights to GMP – but see Regulation 95 below).</p>	<p>91(4)</p>	<p>Take appropriate action in light of circumstances relating to each case</p>
<p>Where forfeiture certificate is issued, whether to direct interim payments out of Pension Fund until decision is taken to either apply the certificate or to pay benefits.</p>	<p>92(1) &amp; (2)</p>	<p>Take appropriate action in light of circumstances relating to each case</p>
<p>Whether to recover from Fund any monetary obligation or, if less, the value of the member's benefits (other than benefits from transferred in pension rights or APCs or AVCs or, subject to Regulation 95 below, in respect of any GMP) where the obligation was incurred as a result of a grave misconduct or a criminal, negligent or fraudulent act or omission in connection with the employment and as a result of which the person has left employment.</p>	<p>93(2)</p>	<p>Take appropriate action in light of circumstances relating to each case</p>
<p>Whether, if the member has committed treason or been imprisoned for at least 10 years for one or more offences under the Official Secrets Acts, forfeiture under Regulation 91 or recovery of a monetary obligation under Regulation 93 should deprive the member or the member's surviving spouse or civil partner of any GMP entitlement.</p>	<p>95</p>	<p>Take appropriate action in light of circumstances relating to each case</p>



Agree to bulk transfer payment.	98(1)(b)	Apply in appropriate circumstances
Extend normal time limit for acceptance of a transfer value beyond 12 months from joining the LGPS.	100(68)	Extended only in exceptional circumstances
Whether, how much, and in what circumstances to continue to contribute to a shared cost AVC arrangement entered into before 1/4/14.	15(1)(d)	Not to apply this discretion
Allow late application to convert scheme AVCs into membership credit i.e. allow application more than 30 days after cessation of active membership (where AVC arrangement was entered into before 13/11/01).	15(1)(b)	Application must be made within three months of termination
Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement).	11(2)	To consider all applications taking into account financial and service delivery issues
Whether to waive any actuarial reduction on pre and/or post April 2014 benefits.	3(1), Schedule 2, paragraph 2(1) and 2(2)	To consider all applications taking into account financial and service delivery issues
Whether to use a certificate produced by an IRMP	12(6)	Apply this discretion



under the 2008 Scheme for the purposes of making an ill health determination under the 2014 Scheme.		
Whether to allow a member to select final pay period for fees to be any 3 consecutive years ending 31st March in the 10 years prior to leaving.	3(6), 4(6)(c), 8(4), 10(2)(a), 17(2)(b)	Apply this discretion in appropriate circumstances
Whether to allow a member to select final pay period for fees to be any 3 consecutive years ending 31st March in the 10 years prior to leaving.	11(2)	Apply this discretion in appropriate circumstances
Decide whether deferred beneficiary meets permanent ill health and reduced likelihood of gainful employment criteria.	31(4)	Apply this discretion taking into account medical documentation from the Pension Fund Doctor
Decide whether a suspended ill health tier 3 member is permanently incapable of undertaking any gainful employment.	31(7)	Apply this discretion taking into account medical documentation from the Pension Fund Doctor
Whether, how much, and in what circumstances to continue to contribute to a shared cost AVC arrangement entered into before 1/4/14.	25(3)	Not to apply this discretion
No right to return of contributions due to offence of a fraudulent character or grave misconduct unless employer directs a total or partial refund is to be made.	47(2)	Take appropriate action in light of circumstances relating to each case



Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions can be recovered from the Pension Fund.	49(1) & (2)	Take appropriate action in light of circumstances relating to each case
Whether to extend six month period to lodge a stage one IDRPs appeal.	58(7)(b)	Extended only in exceptional circumstances
Whether to apply to Secretary of State for a forfeiture certificate (where member is convicted of a relevant offence).	72(1) & (6)	Take appropriate action in light of circumstances relating to each case
Where forfeiture certificate is issued, whether to direct that benefits are to be forfeited.	72(3)	Take appropriate action in light of circumstances relating to each case

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Where forfeiture certificate is issued, whether to direct interim payments out of Pension Fund until decision is taken to either apply the certificate or to pay benefits.	73(1) & (2)	Take appropriate action in light of circumstances relating to each case
Whether to recover from Fund any monetary obligation or, if less, the value of the member's benefits (other than transferred in pension rights or AVCs/SCAVCs) where the obligation was incurred as a result of a criminal, negligent or fraudulent act or omission in connection with the employment and as a result of which the person has left	74(2)	Take appropriate action in light of circumstances relating to each case





employment.		
Whether to recover from Fund any financial loss caused by fraudulent offence or grave misconduct of employee (who has left because of that), or amount of refund if less.	76(2) & (3)	Take appropriate action in light of circumstances relating to each case
Allow late application to convert scheme AVCs into membership credit i.e. allow application more than 30 days after cessation of active membership.	Schedule 1	Applications to be made within three months of termination
Allow a councillor who has opted out more than once to rejoin.	7(9)(a)	Not applicable
Allow a late application by a councillor member to pay optional contributions for a period of absence.	18(6) & (7)	Not applicable
Allow post 31.3.98. / pre 1.4.08. non-councillor leaver to select final pay period for fees to be a period of not less than 3 or more than 5 years back from date of leaving.	22(1)(b)	Apply in appropriate circumstances
Issue a certificate of protection of pension benefits where eligible non-councillor member fails to apply for one (pay cuts / restrictions occurring pre 1.4.08.).	23(4)	Apply in appropriate circumstances
Whether to extend 12 month period for aggregation of deferred	32(8A)	Not applicable



benefits (where deferred councillor member wishes to aggregate with current councillor membership in the same Fund).		
Decide, in the absence from a post 31.3.98. / pre 1.4.08. leaver of an election from the member within 3 months of being able to elect, which benefit is to be paid where the member would be entitled to a pension or retirement grant under 2 or more regulations in respect of the same period of Scheme membership.	34(1)(b)	Employer chooses which benefit is payable if the member does not do so within three months
Allow late application to convert scheme AVCs into membership credit i.e. allow application more than 30 days after cessation of active membership.	66(8) & former 66(9)(b)	Application must be made within three months of termination
Consent to a member's former employer assigning to the new employer rights under any SCAVC life assurance policy (pre 1.4.08. non-councillor leavers).	71(7)(a)	Not to apply this discretion
No right to return of contributions due to offence of a fraudulent character unless employer directs a total or partial refund is to be made (councillors and pre 1.4.08. leavers).	88(2)	Take appropriate action in light of circumstances relating to each case
Employer may deduct contributions from a councillor's pay or reserve forces pay	89(1) & (2)	Not applicable

May, 2014

	92	Take appropriate action in light of circumstances
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Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions can be recovered from the Pension Fund (councillor leavers and pre 1.4.08. leavers).		relating to each case
Forfeiture of pension rights on issue of Secretary of State's certificate (councillors and pre 1.4.08. leavers).	111(2) & (5)	Take appropriate action in light of circumstances relating to each case
Where forfeiture certificate is issued, direct interim payments out of Pension Fund until decision is taken to either apply the certificate or to pay benefits (councillors and pre 1.4.08. leavers).	112(1)	Take appropriate action in light of circumstances relating to each case
Recovery from Fund of monetary obligation owed by former employee or, if less, the value of the member's benefits (other than transferred in pension rights) (councillors and pre 1.4.08. leavers).	113(2)	Take appropriate action in light of circumstances relating to each case
Recovery from Fund of financial loss caused by employee, or amount of refund if less (councillors and pre 1.4.08. leavers).	115(2) & (3)	Take appropriate action in light of circumstances relating to each case

**Note:** Benefits paid on or after age 50 and before age 55 are subject to an unauthorised payments charge and, where applicable, an unauthorised payments surcharge under the Finance Act 2006. Also, any part of the benefits which had accrued after 5 April 2006 would generate a scheme sanction charge.



Under Regulation 7 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

Discretion	Regulation	Policy
To base redundancy payments on an actual weeks pay where this exceeds the statutory weeks pay limit.	5	Redundancy pay will be calculated on member's weekly earnings
To award lump sum compensation of up to 104 weeks pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	Members will have the option of receiving a single compensation payment of up to 60 weeks' pay (based on the Redundancy Pay calculator X a factor of 2) <u>or</u> 3 added years (using LGPS augmentation powers under Regulation 52) and Statutory Redundancy (maximum of 30 weeks). In respect of Efficiency Redundancy:- 3 added years (using LGPS augmentation powers under Regulation 52) will be granted

May, 2014

To award compensatory added years to a person aged 50 or over with 5 or more years membership (or notional membership) of the LGPS in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment which	11(2)	Not applicable
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occurred after 30th September 2006 and before 1st April 2007 (but only if employment had commenced pre 1st October 2006)		
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**Note:** For the purposes of the above table, 'local government' means employment with an employer who offers membership of the LGPS to its employees, regardless of whether or not the employee chooses to join the LGPS (except where the employer is an Admitted Body). Technically, an employee of an Admitted Body (i.e. a body that has applied to the administering authority to allow its employees to join the LGPS and has entered into a formal admission agreement) is only employed in 'local government' if he / she is a member of the LGPS.



May, 2014

## Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended)

Under Regulation 7 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

Discretion	Regulation	Policy
To base redundancy payments on an actual weeks pay where this exceeds the statutory weeks pay limit.	5	Redundancy pay will be calculated on scheme member's weekly earnings
To award lump sum compensation of up to 104 weeks pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	Scheme members will have the option of receiving a single compensation payment of up to 60 weeks' pay (based on the Redundancy Pay calculator X a factor of 2) <u>or</u> 3 added years (using LGPS augmentation powers under Regulation 52) and Statutory Redundancy (maximum of 30 weeks). In respect of Efficiency Redundancy:- 3 added years (using LGPS augmentation powers under Regulation 52) will be granted.
To award compensatory added years to a person aged 50 or over with 5 or more years membership (or notional membership) of the LGPS in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment which	11(2)	Not applicable



occurred after 30th September 2006 and before 1st April 2007 (but only if employment had commenced pre 1st October 2006)

May, 2014

**Local Government (Early Termination of Employment)  
(Discretionary Compensation) (England and Wales)  
Regulations 2000 (as amended)**

Under Regulation 26 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

Discretion	Regulation	Policy
How to apportion any surviving spouse's or civil partner's annual compensatory added years payment where the deceased person is survived by more than one spouse or civil partner.	21(4)	Apportion on the basis as the main scheme benefits
How it will decide to whom any children's annual compensatory added years payments are to be paid where children's pensions are not payable under the LGPS (because the employee had not joined the LGPS) and, in such a case, how the annual added years will be apportioned amongst the eligible children.	25(2)	Apportion on the basis as the main scheme benefits
	21(7)	The payment of compensatory added



<p>Whether, in respect of the spouse of a person who ceased employment before 1 April 1998 and where the spouse or civil partner remarries, enters into a new civil partnership or cohabits after 1 April 1998, the normal pension suspension rules should be disapplied i.e. whether the spouse's or civil partner's annual compensatory added years payments should continue to be paid.</p>		<p>years will continue</p>
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May, 2014

<p>If, under the preceding decision, the authority's policy is to apply the normal suspension rules, whether the spouse's or civil partner's annual compensatory added years payment should be reinstated after the end of the remarriage, new civil partnership or cohabitation.</p>	<p>21(5)</p>	<p>Not applicable</p>
<p>Whether, in respect of the spouse or civil partner of a person who ceased employment before 1 April 1998 and where the spouse or civil partner remarries or cohabits or enters into a civil partnership on or after 1 April 1998 with another person who is also entitled to a spouse's or civil partner's annual CAY payment, the normal rule requiring one of them to forego payment whilst the period of marriage, civil partnership or cohabitation lasts, should be disapplied i.e. whether the spouses' or civil partners' annual CAY payments should continue to be paid to both of them.</p>	<p>21(7)</p>	<p>The payment of compensatory added years will continue</p>





Whether and to what extent to reduce or suspend the member's annual compensatory added years payment during any period of re-employment in local government.	17	No longer abate: mirrors Dyfed Pension Fund policy from 1 October, 2006.
How to reduce the member's annual compensatory added years payment following the cessation of a period of re-employment in local government.	19	No longer abate: mirrors Dyfed Pension Fund policy from 1 October, 2006.

Discretion	Regulation	Policy
Whether to grant an injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.	3(1)	The Council will not implement an Injury Allowance under the above Regulations
Amount of injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.	3(4) and 8	See 3 (1)
Determine whether person continues to be entitled to an injury allowance awarded under Regulation 3(1).	3(2)	See 3 (1)
Whether to grant an injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or	4(1)	See 3 (1)



contracting a disease in the course of carrying out duties of the job.		
Amount of injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.	4(3) and 8	See 3 (1)
Determine whether person continues to be entitled to an injury allowance awarded under Regulation 4(1).	4(2)	See 3 (1)
Whether to suspend or discontinue injury allowance awarded under Regulation 4(1) if person secures paid employment for not less than 30 hours per week for a period of not less than 12 months.	4(5)	See 3 (1)
Whether to grant an injury allowance following cessation of employment with entitlement to immediate LGPS pension where a Regulation 3 payment was being made at date of cessation of employment but Regulation 4 does not apply.	6(1)	See 3 (1)
Determine amount of any injury allowance to be paid under Regulation 6(1).	6(1)	
Determine whether and when to cease payment of an injury allowance payable under Regulation 6(1).	6(2)	See 3 (1)
Whether to grant an injury allowance to the spouse, civil partner, nominated co-habiting partner or dependent of an employee who dies as a result of sustaining an injury or contracting a disease in the course of	7(1)	See 3 (1)



carrying out duties of the job.		
Determine amount of any injury allowance to be paid under Regulation 7(1).	7(2) and 8	See 3 (1)
Determine whether and when to cease payment of an injury allowance payable under Regulation 7(1).	7(3)	See 3 (1)