

REPORT REFERENCE NO.	HRMDC/15/3
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	11 JUNE 2015
SUBJECT OF REPORT	PENSIONS DISCRETIONS
LEAD OFFICER	DIRECTOR OF PEOPLE AND COMMERCIAL SERVICES
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	<p>In recent years there have been a considerable number of changes to public sector pension schemes and specifically, from the perspective of this Authority, the Local Government Pension Scheme (LGPS) and various Firefighters' Pension Schemes (FPSs).</p> <p>Given the considerable changes to the Schemes over recent years, together with the current political and economic climate in which the Authority operates, an assessment of the various discretions within each of the pension schemes is currently in hand with a view to determining how those discretions might best be exercised. The outcome of this assessment will be reported to the Authority at its July meeting for determination.</p>
RESOURCE IMPLICATIONS	This will be reported in conjunction with the outcome of the review as above.
EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)	To be considered as above.
APPENDICES	None
LIST OF BACKGROUND PAPERS	<ul style="list-style-type: none"> • 1992 and 2006 Firefighters' Pensions Schemes, by virtue of the Firefighters' Pension Scheme (England)(Amendment)(No.2) Order 2013; • Firefighters' Pension Scheme (England) Regulation 2014. • Local Government Pension Scheme Regulations 2013

1. **INTRODUCTION**

1.1 In recent years, there have been a considerable number of changes to public sector pension schemes and specifically, from the perspective of this Authority, the Local Government Pension Scheme (LGPS) and various Firefighters' Pension Schemes (FPSs). These changes have included (not exhaustively):

- amendments to the 1992 and 2006 Firefighters' Pensions Schemes, by virtue of the Firefighters' Pension Scheme (England)(Amendment)(No.2) Order 2013;
- the introduction of a new Firefighters' Pension Scheme as of April 2015 (by virtue of the Firefighters' Pension Scheme (England) Regulation 2014.
- the Local Government Pension Scheme Regulations 2013.

1.2 Each of the Firefighters' Pension Schemes provide for a number of instances whereby the Authority can exercise discretion over what action it takes. This is also true of the Local Government Pension Scheme. The Schemes also provide for the exercise of these discretions to be delegated either to a Committee or to an officer.

2. **PENSIONS DISCRETIONS**

2.1 Given the considerable changes to the Schemes over recent years, together with the current political and economic climate in which the Authority operates, an assessment of the various discretions within each of the pension schemes is currently in hand with a view to determining how the discretions afforded might best be exercised.

2.2 This is a considerably complex matter. The initial intention was to submit the outcome of the assessment to this meeting with a view to the Committee then making appropriate recommendations to the full Authority. In practice, however, because of the complexity involved, the assessment is taking longer to complete than initially anticipated. Consequently, it is now intended to arrange a dedicated Workshop for HRMD members to consider the discretions prior to submitting a report to establish the Authority's policy in relation to the exercise of discretions under the various pension schemes at the next full meeting of the Authority on 29 July 2015.

JANE SHERLOCK
Director of People and Commercial Services