



# Cabinet Meeting

11 March 2015

<b>Report title</b>	Wolverhampton City Council Statement of Pensions Policy - discretions	
<b>Decision designation</b>	AMBER	
<b>Cabinet member with lead responsibility</b>	Councillor Paul Sweet Performance and Governance	
<b>Key decision</b>	No	
<b>In forward plan</b>	No	
<b>Wards affected</b>	N/A	
<b>Accountable director</b>	Mark Taylor, Finance	
<b>Originating service</b>	Payroll/Human Resources	
<b>Accountable employee(s)</b>	Jackie Richardson	Payroll Manager
	Sarah Bidwell	HR Strategy/Policy/Equality Manager
	Tel	01902 554492 01902 555022
	Email	<a href="mailto:jackie.richardson@wolverhampton.gov.uk">jackie.richardson@wolverhampton.gov.uk</a> <a href="mailto:sarah.bidwell@wolverhampton.gov.uk">sarah.bidwell@wolverhampton.gov.uk</a>
<b>Report to be/has been considered by</b>	Strategic Executive Board Executive Team	17 February 2015 25 February 2015

---

## Recommendation(s) for action or decision:

The Cabinet is recommended to:

Approve the Wolverhampton City Council Statement of Pensions Policy to be implemented from 1 April 2015.

## **1.0 Purpose**

- 1.1 The purpose of this report is to set out Wolverhampton City Council's Statement of Policy about the exercise of discretionary functions under regulation 60 (1) of the Local Government Pension Scheme Regulations 2013 and Regulation 66 (1) of the LGPS (Administration) Regulations 2007.

## **2.0 Background**

- 2.1 The introduction of the new Local Government Pension Scheme (LGPS) from 1 April 2014 required all scheme employers to review their existing discretionary pension policy statements and publish new policy statements.
- 2.2 The pensions' regulations give specific responsibilities to employers to make decisions in relation to some matters and the ability to exercise discretion in relation to others. The attached statement of policy sets out the Council's recommended position with regards to these decisions and discretions.
- 2.3 The pension regulations require that in preparing or making revisions to its pension policy statements, the scheme employer must have regard to the extent to which the exercise of any of its policies could lead to a serious loss of confidence in the public service.
- 2.4 The Statement of Pensions Policy is set out at Appendix 1. It is recommended to implement this from 1 April 2015, although the policy sets out what the policy would have been from 1 April 2014.

## **3.0 Financial implications**

- 3.1 The Statement of Policy adopts an approach that will enable the Council to manage effectively the financial liabilities arising in the exercise of its discretionary functions. Costs will, of course, be incurred when employees take voluntary redundancy, but it is worth noting if the payback period for any redundancy exceeds 18 months employees are not allowed to leave without further approval from councillors.  
[GE/26022015/U]

## **4.0 Legal implications**

- 4.1 The Statement of Policy meets the legal requirement for Wolverhampton City Council as an employer member of the West Midlands Pension Fund to have a published policy on pensions and the exercise of certain discretions.  
[RB/26022015/Z]

## **5.0 Equalities implications**

- 5.1 A stage one equality analysis has been carried out on the proposals.

**6.0 Environmental implications**

6.1 This report has no environmental implications.

**7.0 Human resources implications**

7.1 This report has human resources implications in that it sets out where there may be discretions to exercise with regard to access to pension.

**8.0 Corporate landlord implications**

8.1 This report has no corporate landlord implications.

**9.0 Schedule of background papers**

9.1 Statement of Policy