

Appendix One

Summary of Changes to Pension Discretions

Page	Regulation	Change
2	R3(1)(c) & R4(2)(b)	<p>This discretion has been removed as we have received confirmation from WSCC that it only applies to admitted bodies and not Scheme Employers such as Arun DC.</p> <p><i>Which employees to designate for membership (admission bodies)</i></p> <p><u>Arun Discretion:</u> <i>This will be determined by the relevant parties at the point when an Admission Agreement is being made</i></p>
3	R16(2)€ & R16(4)(d)	<p>We have removed the wording around the exception as we do not have SCAPC's therefore this would not happen in practice.</p> <p><i>Whether, how much and in what circumstances to contribute to a Shared Cost Additional Pension Contribution (SCAPC)</i></p> <p><u>Arun Discretion</u> <i>Arun does not exercise the option to contribute towards the cost of purchasing extra pension via a Shared Cost Additional Pension Contribution (SCAPC) entered into on or after 1 April 2014. (This does not apply to cases where a member has a period of authorised unpaid leave and elects within 30 days of return to work to pay a SCAPC to cover the amount of pension 'lost' during the period of absence – there is no discretion for the employer in this situation)</i></p>
3	R16 (10) & R16 (16)	Discretions added, not covered previously.
3	R17(1)	<p>Amended to allow for the AVC Wise scheme to be introduced as a staff benefit.</p> <p><i>Whether, how much and in what circumstances to contribute to shared cost Additional Voluntary Contributions (SCAVC) arrangements entered into on or after 1.4.14</i></p> <p><u>Arun Discretion</u> <i>The Council will pay SCAVC contributions where an employee has elected to pay AVCs by salary sacrifice. The amount of these employer SCAVC contributions will not exceed the amount of salary sacrificed by the employee. This is a Council discretion which is subject to the employee meeting the Council's conditions for acceptance into the salary sacrifice shared cost AVC scheme and may be withdrawn or changed at any time.</i></p>
11	TP3(1)(a), TSch 1,	Discretion added, not covered previously.

	L23(4)	
12	A49(1) & (2)	Discretion added, not covered previously.
12	A58(7) (b)	Discretion added, not covered previously.
18	88(2)	Discretion added, not previously covered.
18	92	Discretion added, not previously covered.
23	25 (2)	Discretion added, not previously covered.
25	3 (1)	<p>Text added to explain that employees recorded as having an industrial injury or contracting a disease in the course of their duties remain on full pay and therefore there is no reduction in remuneration.</p> <p><i>Whether to grant 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</i></p> <p><u>Arun Discretion</u> <i>Arun District Council has no general policy to grant an injury allowance following reduction in remuneration as a result of the LGPS member sustaining an injury or contracting a disease in the course of carry out the duties of their job. Employees recorded as having an industrial injury continue on full pay and therefore should not have a reduction in their remuneration.</i></p>
25 to 31	All discretions related to Injury Allowance	<p>The Council does not pay an injury allowance and therefore these discretions do not apply.</p> <p>The Council has personal liability insurance and employee insurance for injuries sustained whilst at work and for death in service. Compensation would be considered subject to the individual circumstances of each case and in conjunction with any subsequent insurance claim.</p>