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# LGPS Discretionary Scheme for Welwyn Parish Council

## Background

Currently the council allows staff to enrol in the Local Government Pension Scheme (LGPS) as a benefit of employment. Employees pay in a percentage of their pay and the council makes a contribution based on our share of the pooling arrangement. This meets the requirements for automatic enrolment that is required as an employer.

Part of the regulations require the council to adopt a discretions policy, it is proposed that we adopt the policy as attached which is based on the Hertfordshire County Council policy.

## Recommendations

That Welwyn Parish Council resolve:

**“Welwyn Parish Council adopts the Pension Discretionary Scheme which sets out how the Council will deal with discretionary compensation for employees. In all cases the Council will seek to act as a good employer, but with the interest of local parishioners first.”**

## Differences compared to the Hertfordshire County Council

There are differences in the policy as proposed compared to the County Council policy. These include:

*“The power to exercise and to take any decision in relation to the each of the discretions is delegated to the Head of Human Resources and Organisational Development.”*

This is replaced with:

*“The power to exercise and to take any decision in relation to the each of the discretions is delegated to Full Council of Welwyn Parish Council.”*

Although the decision could be delegated to the Clerk as the Responsible Officer, it is felt that this is the most appropriate place, although any decision would have to be taken in Part II (Confidential).

## Are all the policies needed?

Although the council currently does not have any employees who are covered by some of the discretions they need to be included in case future employees, transferring in from other authorities, are covered by the provisions.

## Notes

The County Council Scheme from 2012 can be seen at:

<http://www.yourpension.org.uk/Hertfordshire/Information-for-employers/Discretionary-Policies>

The LGA has also put out some guidance:

<https://www.lpfa.org.uk/Files/Files/2014%20draft%20discretions.pdf>