

## **X. ADOPTION OF PENSION SCHEME DISCRETIONS**

REPORT OF: HEAD OF FINANCE  
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Wards Affected: All  
Key Decision: No  
Report to: Council  
Date of meeting 29th June 2016

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### **Purpose of Report**

1. This report sets out the powers conferred to the district council in relation to the West Sussex County Council pension scheme and the discretions to be adopted in relation to those powers.

### **Recommendations**

2. **Council is recommended to:**
    - (i) **agree the discretions to be applied to the West Sussex County Council pension fund**
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### **Background**

3. Employees of the district council are entitled to membership of the West Sussex County Council pension fund. Whilst most parameters applying to the fund are inflexible, there are some arrangements that have been delegated to individual authorities. On the whole, these provide flexibility to increase the benefits to be gained from the fund usually at the expense of the fund, or the employer itself.
4. The employer is therefore asked to set out its approach to these discretions. Members should be assured that the actions outlined within this paper reflect the existing practice within the District Council and no new policies are being introduced.

### **Detail**

5. The extent of the powers and the discretions are set out in the appendix. Whilst these are somewhat technical in nature, the discretion recommended is very clear; either to offer a discretion, or not.

### **Policy Context**

6. Adopting these discretions is part of the governance structure of the pension fund.

### **Other Options Considered**

7. Being a discretion, there were variations that could be adopted in this paper. The outcomes decided upon are those that match our current approach in these matters whilst protecting the employer and pension fund from 'strain' when employees leave.

### **Financial Implications**

8. This report has no such implications and has no budgetary changes.

### **Risk Management Implications**

9. None.

### **Equality and Customer Service Implications**

10. Adopting these discretions does not have any equalities implications given that it affects all employees at some point or another.

### **Other Material Implications**

11. None.

### **Background Papers**

- None.