

Pensions Discretion Statement

To:

Employment Committee

Report by:

Jane Wilson, Chief Operating Officer

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Wards affected:

All

Director Approval: Director Jane Wilson confirms that the report author has sought the advice of all appropriate colleagues and given due regard to that advice; that the equalities impacts and other implications of the recommended decisions have been assessed and accurately presented in the report; and that they are content for the report to be put to the Committee.

1.	Recommendations
1.1	<p>The Employment Committee is asked to:</p> <ul style="list-style-type: none">a. Review and approve the updated Pensions Discretion Report attached as appendix A
2.	Purpose and reason for the report
2.1	<p>The Local Government Pension Scheme (LGPS) legislation has a number of discretionary areas on which Employing Authorities (i.e., Cambridge City Council) have to determine and publish a policy.</p> <p>The Council's discretions on enhancement of pension are set out in the Pensions Discretion Statement 2022. This policy was approved by the Civic Affairs Committee in September 2022.</p> <p>The policy is reviewed every 3 years and/or in line with changes to the Local Government Pension Scheme (LGPS) as advised by the Local Government Pensions Committee</p>

	<p>(LGPC) and the Administering Authority (Cambridgeshire County Council). Therefore, the policy has been reviewed and the updated policy brought here for consideration and approval.</p>
3.	Background and key issues
3.1	No substantive changes are proposed to the policy previously agreed in 2022. The proposed policy which continues to use the pensions scheme administrator mandated template. There have been minor changes to the wording designed to improve clarity and ease of deliverability.
4.	Corporate plan
4.1	<p>The Pensions Discretion Policy links in to all the Corporate Plan priorities as it affects those staff working across the organisation</p> <p><u>Corporate plan 2022-27: our priorities for Cambridge - Cambridge City Council</u></p>
5.	Consultation, engagement and communication
5.1	The Chief Executive, Chief Finance Officer and Monitoring Officer; GMB and UNISON have been consulted
6.	Implications
6.1	Relevant risks <p>There are no new risks as a result of this report</p>
	Financial Implications
6.2	There are no new financial implications as a result of this report
	Legal Implications
6.3	There are no legal implications arising from the report.

	Equalities and socio-economic Implications
6.4	This report deals with pension discretions for employees and former employees; access to pension is normally from age 55 onwards other than for ill health. It should be noted that the Government has announced that the earliest age that employees can take their pension will increase from age 55 to 57 from 6 April 2028. This will not apply to ill health retirements. The LGPS is a national scheme and is open to all employees.
	Net Zero Carbon, Climate Change and Environmental implications
6.5	The proposals in this report have no climate change impact.
	Procurement Implications
6.6	There are no procurement implications in this report
	Community Safety Implications
6.7	This report does not impact directly on community safety matters.
7.	Background documents Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985
7.1	Existing Employers Discretions Pension Position Statement Pensionable Pay Document
8.	Appendices
8.1	Appendix A – Pensions Discretion Statement 2026
	To inspect the background papers or if you have a query on the report please contact Jane Wilson, Chief Operating Officer, Tel: 07795 542512, email: jane.wilson@cambridge.gov.uk