



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **PERSONNEL COMMITTEE**

**20<sup>TH</sup> SEPTEMBER 2021**

### **REPORT OF THE HEAD OF HUMAN & ORGANISATIONAL DEVELOPMENT – SHEENAGH REES**

**Matter for: Decision**

**Wards Affected: All wards**

### **Amendment to the Local Government Pension Scheme Discretions Policy**

#### **1. Purpose of Report**

The purpose of this report is to seek Member approval to amend the Local Government Pension Scheme Discretions Policy following the introduction of statutory discretions by the Local Government Pension Scheme.

#### **2. Background**

All LGS (Green Book), Soulbury (Blue Book) and Youth and Community (Pink Book) employees and Councillors are able to join the Local Government Pension Scheme.

It is a statutory obligation that Local Government Employers have in place a pension discretion policy and exercise these discretions where applicable.

The additions include a number of new discretions relating to accessing elements of pension on 'compassionate grounds', as set out by the Local Government Pension Scheme.

### **3. Communication of the Policy**

We will communicate to the staff group and the Trade Unions that the pension discretion policy has been updated. We will do this by including an article in the Council's newsletter 'In The Loop' and in the weekly staff sway. The document will be available in the pension section of the Council Intranet pages.

### **4. Financial Impacts:**

There are no financial impacts associated with this report.

### **5. Integrated impact assessment:**

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

"A full impact is not required as there is low impact on a protected group as these changes are in line with pension regulations. It also has no negative impact on bio-diversity or the Welsh Language".

### **6. Valleys Communities Impacts:**

No Implications

### **7. Workforce Impacts:**

The introduction of this policy will include the new statutory discretions from the Local Government Pension Scheme.

## **8. Legal Impacts:**

Updating this policy will ensure that the Council is complying with the requirements of the Local Government Pension Scheme and will ensure the Council is able to communicate its pension discretions policy to all interested parties.

## **9. Risk Management Impacts:**

No implications.

## **10. Consultation:**

There is no requirement under the Constitution for external consultation on this item.

## **11. Recommendation:**

It is **RECOMMENDED** that Members having taken account of the Integrated Impact Assessment **APPROVE** the amendments to the Local Government Pension Scheme Discretions Policy.

## **FOR DECISION**

## **12. Appendices:**

Appendix 1 – Local Government Pension Scheme Discretions Policy  
Appendix 2 – First Stage Integrated Impact Assessment

## **13. List of background papers:**

None.

## **14. Officer Contact**

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