

Milly Southworth

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**From:** Daniel Pattingale <Daniel.Pattingale@cornwall.gov.uk>  
**Sent:** 28 June 2023 09:13  
**To:** Cornwall Pension Fund  
**Cc:** Matthew Davies; Zoe Johnston  
**Subject:** June 2023 Employer Newsletter

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**Employer Newsletter**  
**June 2023**



Cornwall  
Pension  
Fund

## Employer Discretions

Under the Local Government Pension Scheme (LGPS) Regulations, each Scheme employer **must** create, publish, and keep under review a discretions policy outlining certain pension discretions they can exercise in relation to their employees.

Our fund's Pension Administration Strategy also states a Fund employer has responsibility to "formulate, publish, and review policies regarding all discretions that the employer may exercise. Employers must provide a copy to the Fund within 3 months of joining the fund and then every 3 years.

The discretions policy should include the following as a minimum:

- ❖ Whether you will permit flexible retirement and if so, under what circumstances, and whether you will waive any actuarial reduction and if so, under what circumstances
- ❖ Whether you will waive any actuarial reduction for early retirement and if so, under what circumstances
- ❖ Whether you will "switch on" the 85 Year Rule for early retirement and if so, under what circumstances
- ❖ Whether you will purchase additional pension for an employee and if so, under what circumstances
- ❖ Whether you will contribute to an employee's Additional Voluntary Contributions (AVC) and if so, on what basis
- ❖ Whether you will permit early retirement on compassionate grounds and if so, under what circumstances
- ❖ Whether you will extend the 12-month time limit for transfers into the LGPS and if so, under what circumstances
- ❖ Whether you will extend the 30-day deadline for member to elect for a shared cost APC upon return from a period of absence from work with permission with no pensionable pay and if so, under what circumstances

To date, the Fund has not received the employer discretions policies from a considerable number of employers therefore, please forward this to us as soon as possible to comply with the LGPS regulations and the Pension Administration Strategy.

You will also need to ensure your employer discretions policy is reviewed at least on a 3 yearly basis and this should be forwarded to us accordingly after each review.

## Member benefits presentation

At the Fund, we understand that pensions can sometimes be a complex and overwhelming, leaving members unsure about their future financial security. That is why we firmly believe in enabling our members, we offer free member benefits training to any employer whose members would like to know more about the Local Government Pension Scheme (LGPS).

In our training, we aim to provide comprehensive guidance to individuals, enabling them to make informed decisions regarding their pension plans.

Our team of experienced pension experts will lead these training sessions, utilising their extensive knowledge. They will not only clarify complex concepts but also address any concerns members have.

Our goal is to ensure that no member is left in the dark when it comes to understanding their pensions. We believe that by offering this free member benefits training, we can contribute to a more financially literate and secure workforce.

To arrange the free members benefits training in-person or online via MS Teams please email [Daniel.pattingale@cornwall.gov.uk](mailto:Daniel.pattingale@cornwall.gov.uk)

## REMINDER | Employer Meetings 2023/2024

Our next virtual employer meetings will be as follows:

Colleges and Academies – 20<sup>th</sup> September 2023 and 13<sup>th</sup> March 2024 both at 2pm  
Town and Parish Councils – 20<sup>th</sup> September 2023 and 13<sup>th</sup> March 2024 both at 10am  
CORSERV Group companies – 21<sup>st</sup> September 2023 and 12<sup>th</sup> March 2024 both at 2pm  
Cornwall Council – 22<sup>nd</sup> September 2023 and 14<sup>th</sup> March 2024 both at 10am  
Admitted bodies – 21<sup>st</sup> September 2023 and 12<sup>th</sup> March 2024 both at 10am

These meetings are grouped by employer type to ensure you receive relevant information and to give you the opportunity to raise any issues that others may also be experiencing in your sector. Each meeting lasts approximately 1.5hrs.

Areas typically covered include future changes, updated legislation, training and common issues, plus time for any of your questions.

**The Admitted bodies employer meeting will include all catering and cleaning companies, charities, and any other private organisations not covered by the other employer meetings.**

If you and/or anyone in your organisation would like to attend these meetings, please email [Daniel.Pattingale@cornwall.gov.uk](mailto:Daniel.Pattingale@cornwall.gov.uk) and he will send you the Microsoft Teams appointment details.

### Contact:



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