



General Purposes Committee 7th March 2022

Report from Head of Paid Service

Approval to Waive Actuarial Strain Costs

Wards Affected:	N/A
Key or Non-Key Decision:	N/A
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	This report is partially exempt. Appendix 1 is Not for Publication as it relates to the following category of exempt information as specified under paragraph 1 Schedule 12A of the Local Government Act 1972 namely 'information relating to an individual'.
No. of Appendices:	One Appendix 1(exempt) Pension Strain costs
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	Debra Norman Director of Legal, HR, Audit and Investigations. Debra.Norman@brent.gov.uk

1.0 Purpose of the Report

- 1.0 This report seeks approval to waive the actuarial strain costs relating to the release of a pension on compassionate grounds. The officer concerned has suffered a life changing illness but does not meet the threshold for ill health retirement. As the pension strain costs that the council must bear as part of the Pension scheme rules, amount to over £100,000 the General Purposes Committee is required to approve the payment.

2.0 Recommendations

- 2.1 To approve the waiving of actuarial strain costs set out in the report.

3.0 Detail

- 3.1 An officer of the council has suffered a life changing illness but does not meet the threshold for ill health retirement. The cost of her release of pension will be

met by compensatory savings from within the department including the deletion of a vacant post. More detail is contained in the exempt appendix.

4.0 Financial Implications

- 4.1 The costs of agreeing to waive on compassionate grounds the actuarial reduction, which would normally apply to early release of a pension, will be recovered in a period of two years due to the associated deletion of a vacant post within the service.

5.0 Legal Implications

- 5.1 The council has power under Regulation 30 of the Local Government Pension Scheme Regulations to agree the release of an individual's pension and to waive on compassionate grounds the actuarial reduction that would normally apply as set out in paragraph the council's Local Government Pension Scheme Employer Pension Discretions Policy.
- 5.2 The council's pay policy statement, adopted under the Localism Act 201 and in accordance with statutory guidance, provides that termination payments which exceed £100,000 will normally be agreed by full council or a committee of the council.
- 5.4 Other legal implications are contained in the body of the report.

6.0 Diversity Implications

- 6.1 There are no diversity implications in respect of this report.

7.0 Consultation with Ward Members and Stakeholders

- 7.1 None.

8.0 Human Resources/Property Implications (if appropriate)

- 8.1 None pursuant to this individual case.

Background Papers

None

Report sign off:

Carolyn Downs

Chief Executive and Head of Paid Service