

Local Government Pension Scheme Discretions Policy and Procedure

1 INTRODUCTION

This policy supports the legislative requirements of the Local Government Pension Scheme (LGPS). Whilst the University expects its employees and staff to comply with this policy, it does not confer contractual rights or form part of any contract of employment and may be amended by the University or replaced at any time following appropriate consultation and negotiation with recognised trade unions.

Breach of this policy may be addressed via the University's Disciplinary Policy and Procedure and Code of Conduct.

This policy will be reviewed by the Human Resources department on a 3-year basis or amended in response to changes in future legislation and/or case law.

2 OWNERSHIP

The Human Resources department owns and manages this policy on behalf of The University of Northampton.

3 ORGANISATIONAL SCOPE

This LGPS Pensions Discretions policy is a corporate policy and applies to all former, current and potential employees (and workers, as applicable) of The University of Northampton including any wholly owned subsidiaries, unless an alternative policy exists, subject to any qualifying conditions.

4 POLICY STATEMENT

- 4.1 This policy is to allow The University of Northampton and its subsidiaries to comply with their duties within the LGPS Regulations, by ensuring that the University has a published Statement of Policy covering the discretionary powers available.

- 4.2 The policy statement applies to all current, former and potential members of staff who are eligible to be members of the LGPS, as defined in the regulations.

5 DEFINITIONS

- 5.1 The discretions listed in Appendix 1 relate to the University, a scheduled body under LGPS regulations, and the University of Northampton Enterprises Ltd, an admitted body under LGPS regulations.
- 5.2 Therefore where an admitted body is not permitted by legislation to adopt a discretion this has been clearly indicated.
- 5.3 **Scheduled body:** An employer as set out in schedule 2 of the LGPS Regulations 2013 automatically has the right to offer LGPS membership to eligible employees. The University falls within this definition as a Further and Higher Education Corporation
- 5.4 **Admitted body:** An organisation that chooses to be admitted to the LGPS in order to provide some or all of its employees with access to the LGPS. If an existing employer in the LGPS chooses to outsource a service to a private contractor, for example, then the private contractor may need to apply to become an admitted body in order to provide the transferring staff with continued access to the LGPS.

6 KEY PRINCIPLES

- 6.1 Within the pension regulations there are a number of discretionary statements that require The University to explicitly state their position. The discretions detailed in Appendix 1 relate to the current LGPS 2019 regulations and guidance. They also reflect discretions approved by the University from previous pension scheme policies.
- 6.2 Unauthorised audio recording of conversations is prohibited. Anyone in breach of this may be subject to disciplinary action.

7 PROCEDURE

- 7.2 To apply for a discretion to be used employees should write to the Director of Human Resources setting out the reasons why the University of Northampton should decide to allow this.
- 7.3 Each application will be considered individually on a case by case basis and, in exceptional circumstances, a different discretion may be applied. The current policy will be applied at the time the event relating to the discretion occurs.
- 7.4 Under Regulation 74 – Applications for Adjudication of Disagreements - each scheme employer must appoint a person (“the adjudicator”) to consider applications from any person whose rights or liabilities under the Scheme are affected by:
- (a) a decision under regulation 72 (first instance decisions); or
 - (b) any other act or omission by a scheme employer or administering authority, and to make a decision on such applications.

Responsibility for determinations under this first stage of the Internal Disputes Resolution Procedure (IDRP) rests with “the adjudicator” as named below by the scheme employer:

Name: Mark Hall
Job Title: Director of Finance
Address: The University of Northampton, Newton, St Georges Avenue,
Northampton. NN2 6JB
Tel No: 01604 892348
Email: mark.hall@northampton.ac.uk

7.5 **LGPS Employee Contribution Banding Procedure**

Each Employer within the Local Government Pension Scheme is required to have an agreed procedure to determine how to assess employee contribution bandings.

Prior to 1st April 2014 the University of Northampton banded employees based on their full time equivalent pay on an annual basis with the effective date being 1st April. One of the changes to the LGPS2014 is that banding will be based on actual pay rather than FTE and, to ensure that the University captures contractual changes that will impact, it would be prudent to amend this procedure to include a review where a significant change occurs. This approach will ensure that employees are treated fairly and consistently and that the University will not be exposed to any shortfall in employee contributions that could occur.

Procedure wording:

- The University of Northampton will determine and reassess bands on an annual basis, with effect from 1 April each year.
- The banding will be determined on actual basic salary plus any additional contractual payments or regularly expected payments e.g. honoraria, market supplement payments.
- New starters will be allocated into the appropriate banding on commencement of employment providing they are eligible for the scheme.
- Hourly paid employees will be placed into band 1 unless there is a clear indication due to grade and expected amount of hours to be worked, that their actual pay will exceed the maximum salary allowable for this band in the year.
- Where a member receives an increase or decrease in their salary during the course of a year (whether as a result of job evaluation, promotion, change of hours or some other reason) and this involves a significant change to their actual pay, their contribution banding will be reassessed and where appropriate a revised contribution rate will apply from the effective date of the salary change.
- However changes in salary relating to pay awards and incremental progression within a grade would not normally trigger a change to the contribution banding mid-year.
- Employees have the right to appeal the decision on banding by following the LGPS Internal Dispute Resolution Procedure.

2019/20 Bandings

Band	Salary Range	Contribution Rate
1	Up to £14,400	5.5%
2	£14,401 - £22,500	5.8%
3	£22,501 - £36,500	6.5%
4	£36,501 - £46,200	6.8%
5	£46,201 - £64,600	8.5%
6	£64,601 - £91,500	9.9%
7	£91,501 - £107,700	10.5%
8	£107,701 - £161,500	11.4%
9	More than £161,501	12.5%

Bandings are increased each April in line with CPI – for current rates please see <https://lgssmember.pensiondetails.co.uk/home/members/lgps/active-members/about-the-scheme/how-much-do-i-have-to-pay.html>

8 ASSOCIATED DOCUMENTS

8.1 The University's and its subsidiaries Discretions policy addresses current employer discretions within the following regulations:

- The Local Government Pension Scheme Regulations 2013
- The Local Government Pension Scheme Regulations (Transitional Provisions, Savings and Amendment) Regulations 2014
- The Local Government Pension Scheme (Administration) Regulations 2008
- The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007
- The Local Government Pension Scheme (Transitional Provisions) Regulations 2008
- The Local Government Pension Scheme Regulations 1997
- The Local Government Pension Scheme Regulations 1995
- The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006
- The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000
- The Local Government (Discretionary Payments)(Injury Allowances) Regulations 2011

8.2 This policy also refers to The University of Northampton's:

- Redundancy Policy and Procedure
- Voluntary Severance Procedure

9 EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment accompanies this document.

10 VERSION CONTROL

Version Control		Approval record	
Author:	Claire Connelly	Approval:	TU Liaison – 16/09/2019 UMT – 16/09/2019 JCNC – 16/09/2019
Date written:	6 August 2019	Updates:	
Current status:	FINAL	Approval of revision	
Record of Amendments			
Date	Version number	Details of Change	Approval
22/08/2018	1.0	Reviewed due to: <ul style="list-style-type: none"> • introduction of shared cost AVC • age change on flexible retirement from 60 to 55 to align with pension freedoms • changes to discretions from 'will not be used' to 'consider in exceptional circumstances' • include additional discretions as advised by Administering Authority • combine the University and UNELs policies into one HR policy template. 	

Appendix 1

Discretions from 1.4.14. in relation to post 31.3.14. active members (excluding councillor members) and post 31.3.14. leavers (excluding councillor members)

R = LGPS Regulations 2013 and

TP = LGPS (Transitional Provisions, Savings and Amendments) Regulations 2014

	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Granting additional pension	Whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £6,822 pa - figure at 1 April 2018)	R31	Employer	The University's policy concerning the award of additional pension is that it will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
Shared cost APCs	Whether, where an active Scheme member wishes to purchase extra annual pension of up to £6,822 (figure at 1 April 2018) by making Additional Pension Contributions (APCs), to (voluntarily) contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC)	R16(2)(e) & R16(4)(d)	Employer	The University's policy concerning the whole or part funding of an active member's additional pension contribution is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
	Whether to extend 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 (otherwise than because of illness or injury, relevant child-related leave or reserve forces service leave)	R30(6) & TP11(2)		The University's policy concerning the extension of the 30 day limit, will only be used to contribute towards the cost of purchasing extra pension via a SCAPC where: <ul style="list-style-type: none"> • the member does not, within 30 days of returning from the leave of absence, make an election to buy-back the amount of pension 'lost' during that period of leave of absence, and • the member subsequently makes an election to do so and it can be demonstrated that the reason for the member missing the original 30 day deadline was because the member had not been made aware of that deadline, and 	

				<ul style="list-style-type: none"> the election is made no more than 6 months after the member returns from the period of leave of absence or such longer period as the University may deem reasonable in any individual case. <p>A decision on whether the member meets the above criteria (and on whether the 6 month period referred to should be extended in any individual case) will be taken by the Director of Human Resources and, where it is agreed that the conditions are met, the University will contribute 2/3rds of the cost of buying back the 'lost' pension via a SCAPC.</p>
Flexible Retirement	Whether all or some benefits can be paid if an active member aged 55 or over and with at least 2 years qualifying service reduces their hours or grade (flexible retirement)	R30(6) & TP11(2)	Employer	<p>The University's policy concerning flexible retirement is that this discretion will be used if the member meets all of the following criteria:</p> <ul style="list-style-type: none"> attained the age of 55 and reduces their hours or the grade in which they are employed, with this reduction being a minimum of 20% of their hours or their gross pay and a role being available at reduced hours or a lower grade.
	Whether to waive, in whole or in part, actuarial reduction to benefits paid on flexible retirement	R30(8)	Employer (or Admin. Authority where Employer has become defunct)	<p>The University's policy concerning the waiving of actuarial reduction on Flexible retirement is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.</p>
	Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age other than on the grounds of flexible retirement (where the member only has post 31 March 2014 membership)	R30(8)		<p>The University's policy concerning the waiving of actuarial reduction on voluntary retirement is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward</p>

85 year Rule	Whether to “switch on” the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60 (other than on the grounds of flexible retirement).	TPSch 2, para, 1(2) & 1(1)(c)	Employer (or Admin. Authority where Employer has become defunct)	The University’s policy concerning the ‘switching on’ of the 85 year rule is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.
Waive Reduction	Whether to waive any actuarial reduction for a member voluntarily drawing benefits before normal pension age other than on the grounds of flexible retirement (where the member has both pre 1/4/14 and post 31/3/14 membership) on a) compassionate grounds (pre 1/4/14 membership) and in whole or in part on any grounds (post 31/3/14 membership) if the member was not in the Scheme before 1/10/06, b) compassionate grounds (pre 1/4/14 membership) and in whole or in part on any grounds (post 31/3/14 membership) if the member was in the Scheme before 1/10/06, will not be 60 by 31/3/16 and will not attain 60 between 1/4/16 and 31/3/20 c) compassionate grounds (pre 1/4/16 membership) and in whole or in part on any grounds (post 31/3/16 membership)	TP3(1), TPsch 2 para 2(1), B30(5) & B30A(5)	Employer (or Admin. Authority where Employer has become defunct)	The University’s policy concerning the waiving of actuarial reduction is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.

	<p>if the member was in the Scheme before 1/10/06 and will be 60 by 31/3/16</p> <p>d) compassionate grounds (pre 1/4/20 membership) and in whole or in part on any grounds (post 31/3/20 membership)</p> <p>if the member was in the Scheme before 1/10/06, will not be 60 by 31/3/16 and will attain 60 between 1/4/16 and 31/3/20</p>			
	<p>Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age other than on the grounds of flexible retirement (where the member only has post 31/3/14 membership)</p>	R30(8)	Employer (or Admin. Authority where Employer has become defunct)	<p>The University's policy concerning the waiving of actuarial reduction is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.</p>
Extend APC deadline	<p>Whether to extend 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 (otherwise than because of illness or injury, relevant child-related leave or reserve forces service leave)</p>	R16(16)	Employer	<p>The University's policy concerning the extension of the 30 day limit, will only be used to contribute towards the cost of purchasing extra pension via a SCAPC where:</p> <ul style="list-style-type: none"> • the member does not, within 30 days of returning from the leave of absence, make an election to buy-back the amount of pension 'lost' during that period of leave of absence, and • the member subsequently makes an election to do so and it can be demonstrated that the reason for the member missing the original 30 day deadline was because the member had not been made aware of that deadline, and • the election is made no more than 6 months after the member returns from the period of leave of absence or such longer period as the University may deem reasonable in any individual case.

				A decision on whether the member meets the above criteria (and on whether the 6 month period referred to should be extended in any individual case) will be taken by the Director of Human Resources and, where it is agreed that the conditions are met, the University will contribute 2/3rds of the cost of buying back the 'lost' pension via a SCAPC.
Joining LGPS membership	Whether to extend the 12 month option period for a member to elect that post 31 March 2014 deferred benefits should not be aggregated with a new employment	R22(8)(b)	Employer	The University's policy concerning the extension of the 12 month option period is not to extend the 12 month deadline unless it is determined that the delay is caused because the individual has not been informed of the time limit due to maladministration or it is due to circumstances beyond the individual's control.
	Whether to extend the 12 month option period for a member to elect that post 31 March 2014 deferred benefits should not be aggregated with an ongoing concurrent employment	R22(7)(b)		The University's policy concerning the extension of the 12 month option period is not to extend the 12 month deadline unless it is determined that the delay is caused because the individual has not been informed of the time limit due to maladministration or it is due to circumstances beyond the individual's control.
Employee contribution rate	How the pension contribution band to which an employee is to be allocated on joining the Scheme, and at each subsequent April, will be determined and the circumstances in which the employer will, in addition to the review each April, review the pension contribution band to which an employee has been allocated following a material change which affects the member's pensionable pay in the course of a Scheme year (1 April to 31 March)	R9(1) & R9(3)	Employer	The University's policy concerning the re-determination of active members' contribution bandings at any date other than 1st April will be made according to the details outlined within the LGPS Employee Contribution Banding procedure (see 7.5)
Regular lump sum	In determining Assumed Pensionable Pay, whether a lump sum payment	R21(5)	Employer	The University's policy concerning inclusion of 'regular lump sum payments' in assumed pensionable pay calculations is that each case

payments	made in the previous 12 months is a "regular lump sum"			will be examined at the appropriate time, on a case by case basis
Pensionable Pay	Where in the Employer's opinion, the pensionable pay received in relation to an employment (adjusted to reflect any lump sum payments) in the 3 months (or 12 weeks if not paid monthly) preceding the commencement of Assumed Pensionable Pay (AP)), is materially lower than the level of pensionable pay the member would have normally received, decide whether to substitute a higher level of pensionable pay having had regard to the level of pensionable pay received by the member in the previous 12 months.	R21(5A) & R21(5B)	Employer	The University's policy concerning pensionable pay which is materially lower than what the member would normally have received is that each case will be examined at the appropriate time, on a case by case basis.
Deferred benefits	Whether to extend the 12 month option period for a member (who did not become a member of the 2014 Scheme by virtue of TP5(1)) to elect that pre 1 April 2014 deferred benefits should be aggregated with a new employment	TP10(6)	Employer	The University's policy concerning the extension of the 12 month option period is not to extend the 12 month deadline unless it is determined that the delay is caused because the individual has not been informed of the time limit due to maladministration or it is due to circumstances beyond the individual's control.

Discretions in relation to Scheme Members (excluding Councillor Members) who ceased active membership on or after 1.4.08 and before 1.4.14. B = LGPS (Benefits, Memberships and Contributions) Regulations 2007



	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Waive Reduction	Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under B30	B30(5)	Employer (or Admin Authority where Employer has become defunct)	The University's policy concerning the waiving of actuarial reduction is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
85 year rule	Whether to switch on the 85 year rule for a pensioner member with deferred benefits voluntarily drawing benefits on or after age 55 and before age 60	TPSch 2, para1(2) & 1(1)C		The University's policy concerning the 'switching on' of the 85 year rule is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
Waive reduction	Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A	B30A(5), TPsCh 2, para 2(1)		The University's policy concerning the waiving of actuarial reduction is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	

Discretions under the Local Government Pension Scheme Regulations 1997 (as amended) in relation to:

- a) active councillor members, and
- b) councillor members who ceased active membership on or after 1.4.98., and
- c) any other scheme members who ceased active membership on or after 1.4.98. and before 1.4.08.



	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Employer consent retirement	Grant an application for early payment of deferred benefits on or after age 50 and before age 55.	31(2)	Employer	The University's policy concerning the early payment of pension benefits is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
85 Year rule	Whether to switch on the 85 year rule for a member with deferred benefits voluntarily drawing benefits on or after age 55 and before age 60. Note: TPSch2, para 2(2) does not reference para 1(1)(f) so there is strictly speaking no requirement to publish a policy under this regulation or R60. LGSS recognises this is a regulatory omission and the employer should publish a policy accordingly	TPSch 2, para 1(2) & 1(1)(f) & R60	Employer	The University's policy concerning the 'switching on' of the 85 year rule is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
Waive Reduction	Waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early	31(5)	Employer	The University's policy concerning the waiving of actuarial reduction is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	
Employer consent at NRD for optant out	Optants out only to get benefits paid from Normal Retirement Date if employer agrees	31(7A)	Employer	The University policy concerning the payment of benefits to optants out is that the employee must cease the job they opted out from	

Discretions under the Local Government Pension Scheme Regulations 1995 (as amended) in relation to scheme members who ceased active membership before 1.4.98.

	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Employer consent retirement	Grant an application for early payment of deferred benefits on or after age 50 on compassionate grounds. Note: although the common provisions of the 1997 Transitional provisions regulations do not specify regulation D11(2)(c), their intention was that it should apply to this regulation	D11(2)(c)	Employer	The University's policy concerning the early payment of pension benefits is that this discretion will not be used except in exceptional circumstances where the University considers it is in its financial or operational interests to do so. Each case will be considered on the merit of financial or operational business case put forward.	

Discretions under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended)

Under Regulation 7 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Redundancy Pay on actual weeks pay	To base redundancy payments on an actual weeks pay where this exceeds the statutory weeks pay limit.	5	Employer	The University's policy regarding redundancy payments is stated within the current Redundancy Policy, which can be found on the Human Resources staff intranet pages.	
Lump sum compensation	To award lump sum compensation of up to 104 weeks pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	Employer	The University's policy regarding lump sum compensation is stated within the current Voluntary Severance Policy, which can be found on the Human Resources staff intranet pages	

Discretions under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 (as amended)

These Regulations still apply to any Compensatory Added Years previously awarded by a Scheme Employer before 1 April 2007. Scheme employers (other than admission bodies) who made awards of Compensatory Added Years are required to have a policy on the following:

	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Abatement during re-employment	Whether and to what extent to reduce or suspend the member's annual compensatory added years payment during any period of re-employment in local government	17	Employer	The University will consider requests on a case by case basis and any decisions to exercise this discretion will be fair, equitable and justifiable.	
Reduction following cessation of re-employment	How to reduce the member's annual compensatory added years payment following the cessation of a period of re-employment in local government	19	Employer		
Apportionment of survivor benefit	How to apportion any surviving spouse's or civil partner's annual compensatory added years payment where the deceased person is survived by more than one spouse or civil partner	21(4)	Employer		
Effects of remarriage, new civil partnership or co-habitation on survivor's compensation payments	Whether, in respect of the spouse of a person who ceased employment before 1 April 1998 and where the spouse or civil partner remarries, enters into a new civil partnership or cohabits after 1 April 1998, the normal pension suspension rules should be disapplied i.e. whether the spouse's or civil partner's annual compensatory added years payments should continue to be paid	21(7)	Employer		
	If, under the preceding decision, the authority's policy is to apply the normal suspension rules, whether the spouse's or civil partner's annual compensatory added years payment should be reinstated after the end of the remarriage, new civil partnership or cohabitation	21(5)	Employer		

Discretions under the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011

Scheme employers (other than admission bodies) must have a policy on:

	Discretion	Regulation	Exercised by	University Policy	UNEL Policy
Injury Allowances	Whether to grant an injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.	3(1)	Employer	The University will not make any awards under the Local Government (Discretionary Payments)(Injury Allowances) Regulations 2011 as it holds Employer's Liability Insurance	
	Amount of injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.	3(4) and 8	Employer		
	Determine whether person continues to be entitled to an injury allowance awarded under regulation 3(1) (reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job).	3(2)	Employer		
	Whether to grant an injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.	4(1)	Employer		
	Amount of injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.	4(3) and 8	Employer		
	Amend to "Determine whether person continues to be entitled to an injury allowance awarded under regulation 4(1) (loss of employment through permanent incapacity)"	4(2)	Employer		
	Amend to "Whether to suspend or discontinue injury allowance awarded under regulation 4(1) (loss of employment through permanent incapacity) if person secures paid employment for not less than 30 hours per week for a period of not less than 12 months. "	4(5)	Employer		
	Amend to "Whether to grant an injury allowance following cessation of employment with entitlement to immediate LGPS pension where a regulation 3 payment (reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying	6(1)	Employer		

	out duties of the job) was being made at date of cessation of employment but regulation 4 (loss of employment through permanent incapacity) does not apply. "				
	Amend to "Determine amount of any injury allowance to be paid under regulation 6(1) (payment of injury allowance following the cessation of employment)	6(1)	Employer		
	Amend to " Determine whether and when to cease payment of an injury allowance payable under regulation 6(1) (payment of injury allowance following the cessation of employment)	6(2)	Employer		
	Amend to "Whether to grant an injury allowance to the spouse, civil partner, co-habiting partner or dependent of an employee who dies as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job." The requirement to nominate a cohabiting partner has ceased entirely under these regulations due to the outcome of Elmes v Essex CC high court judgement	7(1)	Employer		
	Amend to "Determine amount of any injury allowance to be paid to the spouse, civil partner, nominated co-habiting partner (for awards made on or after 1 April 2008 the requirement to nominate a cohabiting partner has ceased due to the outcome of Elmes v Essex CC high court judgement) or dependent under regulation 7(1) (employee who dies as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job."	7(2) and 8	Employer		
	Amend to "Determine whether and when to cease payment of an injury allowance payable under regulation 7(1) (employee who dies as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job."	7(3)	Employer		