

LGA Coffee morning
Discretions Workshop
22 November 2022

Clair Alcock
NPCC Head of Police Pensions



How do 'Discretions' make you feel?

What is a discretion

- A decision by the scheme manager in the scheme rules, for example
 - Contingent decisions
 - Abatement
 - Ill-Health
 - Strike Breaks

Discretion process



Who owns it?



Who makes it?



Does the process work well, does everyone in the organisation know how it works.



What should the process consider?

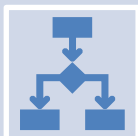
No fettering of discretion

Blind discretion – consider the case not the person



Appeal Route - IDRP

Slido - #6803714



How confident are you in your discretion making process?



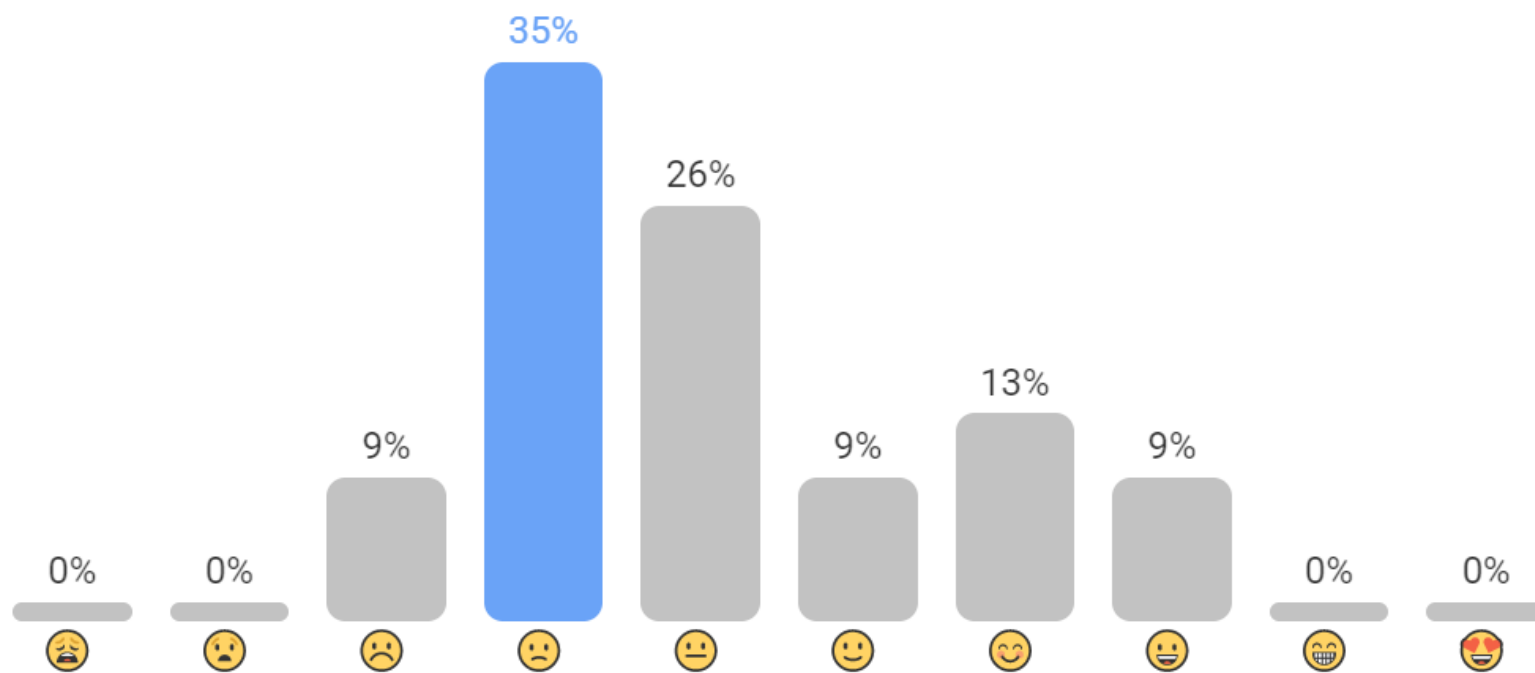
Do you feel you have the right person making decisions?



How confident are you in your discretion making process?

23 👤 ...

Score: 😊 5.1





Do you feel you have the right person making the decisions?

23 



Yes



No



Don't know



Sometimes



What might influence a discretion

Costs

Benefits

Case law

Previous
decision

Workforce
benefit

Autonomy

Consistency

Role not
personality

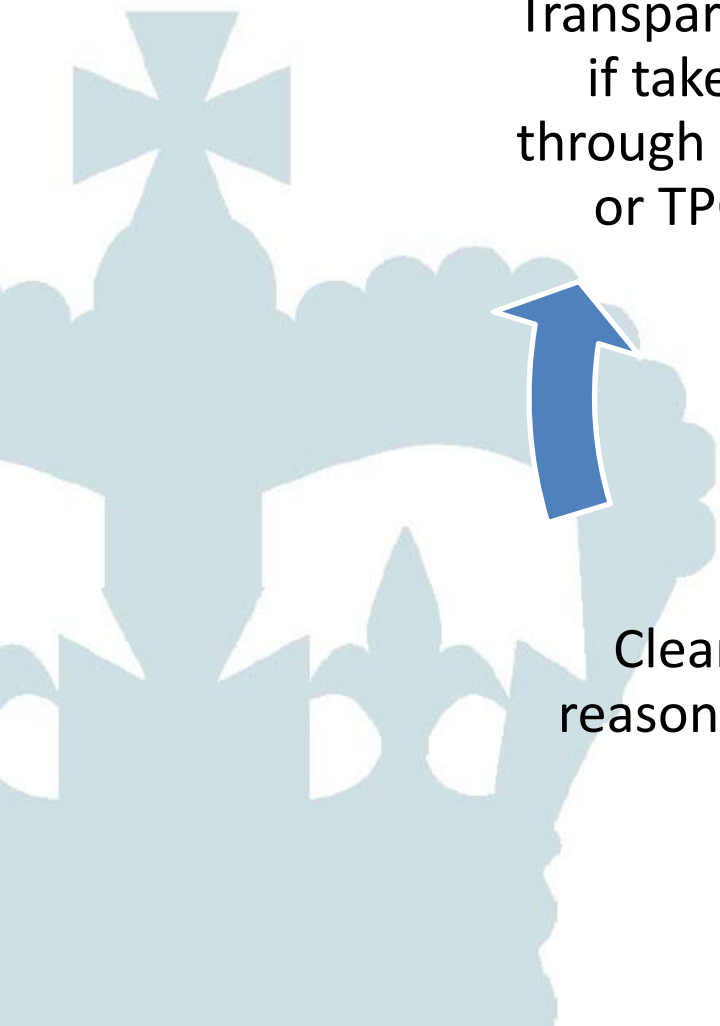
Governance

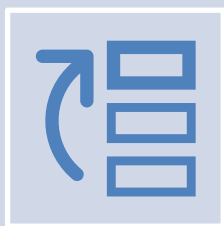
Transparency
if taken
through IDRPs
or TPOs

Clear audit
trail

Clear
reasoning

Review of
discretion





What's important to you when making discretions



Thanks for attending