

**Mears Ltd**

**LOCAL GOVERNMENT PENSION  
SCHEME REGULATIONS 2014**

**EMPLOYER DISCRETIONS  
POLICY STATEMENT**

## Discretions of the Employing Authority

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
Funding of Additional Pension through a Shared Cost Additional Pension Contribution - Where an active Scheme member wishes to purchase extra annual pension up to the maximum by making Additional Pension Contributions (APCs), the employer may choose to (voluntarily) contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC).	Regulation 16 (2)(e) and/or 16 (4)(d)	The policy of Mears Ltd is generally not to make use of this discretion.
Flexible Retirement - This regulation allows the employer to consent to the early release of all, or part, of a member's LGPS benefits provided they have also consented to the reduction of hours worked or grade in which the member is employed. The member must be aged 55 or over.	Flexible retirement, Regulation 30 (6)	The policy of Mears Ltd is to agree individual applications for flexible retirement where there is no funding cost to Mears Ltd and where there is no detrimental effect on service delivery.

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
<p>Waiving of actuarial reduction - This regulation allows the employer to consent to the early release of all, or part, of a member's LGPS benefits provided they have also consented to the reduction of hours worked or grade in which the member is employed. The member must be aged 55 or over.</p>	Regulation 30 (8)	The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits
<p>Switching on the 85-year rule for members voluntarily drawing benefits on or after age 55 and before age 60 -</p> <p>Whilst the 85-year rule does not automatically apply in full if the employee decides to voluntarily draw benefits on or after age 55 and before age 60, this regulation allows the employer to switch the rule back on.</p> <p>If the employer switches on the 85-year rule they will pick up any strain on Fund cost.</p>	Schedule 2 of the Transitional Regulations.	The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
The power of employing authority to award additional pension - this regulation allows an employer to resolve to award a member an amount of additional pension, up to the LGPS maximum, to an active scheme member or within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency.	Regulation 31	Mears Ltd will not have a general policy to grant additional pension to a member (by up to the annual pension limit) but may consider doing so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits

OPTIONAL DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
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) a) on compassionate grounds (pre 1/4/14 membership) and / or, in whole or in	TP3(1), TPSch 2, para 2(1) & B30(5) & B30A(5)	The policy of Mears Ltd is that a decision to waive any actuarial reduction in the case of deferred members and suspended ill health pensioners who elect to draw benefits on or after age 60 and before normal pension age will only be considered where there will be a financial benefit or either benefit to Mears Ltd or, in very exceptional circumstances on compassionate grounds

<p>part on any grounds (post 31/3/14 membership) if the member was not in the Scheme before 1/10/06,</p> <p>b) on compassionate grounds (pre 1/4/14 membership) and / or, 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 inclusive</p> <p>c) on compassionate grounds (pre 1/4/16 membership) and / or, in whole or in part on any grounds (post 31/3/16 membership) if the member was in the Scheme before 1/10/06 and will be 60 by 31/3/16</p> <p>d) on compassionate grounds (pre 1/4/20 membership) and / or, in whole or in part on any grounds (post 31/3/20 membership) 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 inclusive</p>		
<p>Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred</p>	<p>B30(5), TPSch 2, para 2(1)</p>	<p>The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a sound business case can be made for exercising this discretion. Each</p>

benefits paid early under B30 (member)		case will be considered on it's individual merits
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A (pensioner member with deferred benefits, i.e. a suspended tier 3 ill health pensioner)	B30A(5), TPSch 2, para 2(1)	The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a sound business case can be made for exercising this discretion. Each case will be considered on it's individual merits
Grant application for early payment of deferred benefits on or after age 50 and before age 55	L31(2)	The Policy of Mears Ltd is NOT to make use of or allow this discretion.
Waive, on compassionate grounds, the actuarial reduction	L31(5) & TPSch 2, para 2(1)	The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a

applied to deferred benefits paid early		sound business case can be made for exercising this discretion. Each case will be considered on its individual merits
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	TPSch 2, para 1(2) & 1(1)(f) & R60	The policy of Mears Ltd is generally not to make use of this discretion but may consider doing so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits
Grant application for early payment of deferred benefits on or after age 50 on compassionate grounds	TP3(5A)(vi) TL4 & L106(1) & D11(2)(c)	Mears Ltd will grant application for early payment of deferred benefits on or after age 50 on compassionate grounds providing there are no additional costs to Mears Ltd in granting the application

Date Revised	Date Approved	Summary of Changes	Author
23/07/2025	23/07/2025		Mingyan Zhang