

SMG (UK) Limited t/a ASM Global

**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) | SMG (UK) Limited t/a ASM Global will not consider contributing to a shared cost APC scheme unless there are compelling business reasons which warrant such consideration. |
| 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) | <p>SMG (UK) Limited t/a ASM Global will consider consenting to the payment of benefits on flexible retirement where there are business reasons which warrant such consideration.</p> <ul style="list-style-type: none"> • Any reduction in working hours or salary must be permanent • Any reduction in working hours or salary must be at least 20% of those hours or that salary being worked or earned immediately prior to the member's flexible retirement • The reduction in hours or reduction in responsibility allowing the member to be paid a reduced salary must not impact upon the organisation's ability to carry out its business efficiently and effectively • The individual flexible retirement concerned must support the organisation's overall business plan and strategy • The organisation reserves the right, having considered each individual case, to refuse an application where any of the above criteria are not met. |
| 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 | Regulation 30 (8) | SMG (UK) Limited t/a ASM Global will not consider waiving actuarial reductions on a flexible retirement unless there are compelling business reasons which warrant such consideration. |

| COMPULSORY DISCRETIONS | | |
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| 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>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> | <p>Schedule 2 of the Transitional Regulations.</p> | <p>SMG (UK) Limited t/a ASM Global will not consider "switching on" the 85-year rule for a member voluntarily drawing benefits on or after age 55 and before age 60 unless there are compelling business reasons which warrant such consideration.</p> |
| 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 | SMG (UK) Limited t/a ASM Global will not consider granting additional pension to a member ceasing to be an active member by reason of redundancy or business efficiency unless there are compelling business |

| Date Revised | Date Approved | Summary of Changes | Author |
|--------------|---------------|--|----------------|
| 19.08.2025 | 19.08.2025 | New Policy for SMG (UK) Limited as new body to the pension | Nicola Jackson |