
SOUTH YORKSHIRE MAYORAL COMBINED AUTHORITY

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)	<p>A contribution will only be made to meet the cost of a member's additional pension contributions whereas an employer we are required to do so. However, every application will be considered in the light of circumstances of the individual case concerned and a decision reached on the merits of the case.</p> <p>This does not include instances where the employee is paying for lost pension via an APC where the election was made in the first 30 days of a return to work – in this circumstance, SYMCA must pay two-thirds of the cost of such purchase.</p>
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>SYMCA seeks to support the principle of allowing members to prepare for retirement. It also seeks to support a policy that supports the organisation to run its business and services in the most efficient and cost-effective manner. As such, the organisation would normally expect to exercise discretion in allowing members to retire flexible. This is subject to:</p> <ul style="list-style-type: none"> • Reduction in working hours or salary is permanent. • Any reduction in working hours or salary must be at least 40% immediately prior to the members flexible retirement.

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		<ul style="list-style-type: none"> • The reduction in hours must not impact on SYMCA's ability to carry out its business efficiently and effectively. • Flexible retirement must support SYMCA's overall corporate plans and objectives.
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.	Regulation 30 (8)	<p>It is not envisaged that SYMCA would normally exercise its discretion in waiving those reductions. However, each application will be considered on its merits and with reference to the circumstances involved.</p> <p>A potential exception to this policy would be where the individual can make a case for waiving of such a reduction to be granted on compassionate grounds. Financial hardship alone would not constitute 'Compassionate grounds'.</p>
Switching on the 85-year rule for members voluntarily drawing benefits on or after age 55 and before age 60 - 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.	Schedule 2 of the Transitional Regulations.	SYMCA will not "switch" on the 85-year rule for employees leaving voluntarily between age 55 and 60. However, every application will be considered in the light of circumstances of the individual case concerned and a decision reached on the merits of the case.

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
If the employer switches on the 85-year rule they will pick up any strain on Fund cost.		
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	It is not envisaged that SYMCA would normally exercise its discretion in awarding additional pension to members. However, every application will be considered in the light of circumstances of the individual case concerned and a decision reached on the merits of the case.

Date Revised	Date Approved	Summary of Changes	Author
September 2025	October 2025	Confirmation of SYMCA's Discretionary Policies.	People Services