

**Equans Services Limited 393, 513 & Equans
Regeneration Limited 982**

**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)	Generally, this discretion will not be exercised but delegated authority is given to the EQUANS UK Pensions Board to determine on a case-by-case basis if there has been any operational benefit gained by the employer and if so whether the APC should be wholly or partly funded by them.
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)	A business case is required to be prepared for each request (including the reduction in the minimum number of hours or grade and any commitment from the employee on the minimum commitment to the employer), ensuring that this includes the Fund cost of any flexible retirement agreement, together with any additional employer costs that might be incurred (e.g. additional salaries for a new part-time post to fill the reduced capacity). The business case will also be required to quantify the benefits of agreeing to the flexible retirement request. On a case-by-case basis, where there is a

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		potential outcome for the benefit of all parties as determined by the EQUANS UK Pensions Board, flexible retirement will be granted.
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)	Any actuarial reduction arising from the early payment of pension will not be waived unless there are exceptional circumstances.
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	Schedule 2 of the Transitional Regulations.	Each case will be dealt with on a case-by-case basis and although generally the 85-year rule will not be "switched on" in cases where an individual chooses voluntarily to retire on or after age 55 and before age 60. Where there may be a circumstance for a different application, agreement is to be sought from the EQUANS UK Pensions Board

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<p>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>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.</p>	Regulation 31	<p>EQUANS does not generally apply this discretion to award additional pension but may in exceptional circumstances consider this on a case-by-case basis where the full cost benefit is presented in a business case and agreed by the EQUANS UK Pensions Board.</p>

Date Revised	Date Approved	Summary of Changes	Author
29/09/2025	29/09/2025		