

CONSILIUM ACADEMIES

**LOCAL GOVERNMENT PENSION
SCHEME REGULATIONS 2014**

**EMPLOYER DISCRETIONS
POLICY STATEMENT**

Discretions of the Employing Authority

| COMPULSORY DISCRETIONS | | |
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| 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 Trust Board will not normally apply any discretion. Any such payments would only be made in exceptional circumstances when there are clear business reasons to do so |
| 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 Trust Board will not normally apply any discretion. Any such payments would only be made in exceptional circumstances when there are clear business reasons to do so |
| Waiving of actuarial reduction - This regulation allows the employer to consent to the early | Regulation 30 (8) | The Trust Board will not waive any reduction |

| COMPULSORY DISCRETIONS | | |
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| Main Purpose of Regulation | Regulation | Discretion Exercised |
| 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>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 Trust Board will not normally exercise this discretion unless there are exceptional circumstances and a sound business case to do so |
| The power of employing authority to award additional pension - this regulation allows an employer to resolve to | Regulation 31 | The Trust Board would not normally exercise this discretion unless exceptional circumstances and a sound business case to do so |

| COMPULSORY DISCRETIONS | | |
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| Main Purpose of Regulation | Regulation | Discretion Exercised |
| 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. | | |

| OPTIONAL DISCRETIONS | | |
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| 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 part on any grounds (post 31/3/14 membership) if the member was not in the Scheme before 1/10/06, b) on compassionate | TP3(1), TPSch 2, para 2(1) & B30(5) & B30A(5) | The Trust Board will not waive any reduction |

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| <p>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 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 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 benefits paid early under B30 (member)</p> | <p>B30(5), TPSch 2, para 2(1)</p> | <p>The Trust Board will not waive any reduction</p> |
| <p>Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A</p> | <p>B30A(5), TPSch 2, para 2(1)</p> | <p>The Trust Board will not waive any reduction</p> |

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| (pensioner member with deferred benefits, i.e. a suspended tier 3 ill health pensioner) | | |
| Grant application for early payment of deferred benefits on or after age 50 and before age 55 | L31(2) | The Trust Board will not apply this discretion |
| Waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early | L31(5) & TPSch 2, para 2(1) | The Trust Board will not waive any reduction |
| 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 | |
| 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) | The Trust Board will not apply this discretion |

| Date Revised | Date Approved | Summary of Changes | Author |
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