

Koinonia Academies Trust

**LOCAL GOVERNMENT PENSION
SCHEME REGULATIONS 2014**

**EMPLOYER DISCRETIONS
POLICY STATEMENT**

Discretions of the Employing Authority

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
<p>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).</p>	Regulation 16 (2)(e) and/or 16 (4)(d)	The trust will not consider contributing to a shared cost APC or AVC scheme
<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.</p>	Flexible retirement, Regulation 30 (6)	A request for flexible retirement will be accepted only with the consent of the governing body and only if there is a clear financial and operational advantage for the school in doing so. Waiving of actuarial reductions and the application of 85-year rule protections in such cases will be considered only where there is a clear financial or operational advantage in doing so
<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</p>	Regulation 30 (8)	The trust will not consider waiving actuarial reductions on a flexible retirement

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hours worked or grade in which the member is employed. The member must be aged 55 or over.		
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. If the employer switches on the 85-year rule they will pick up any strain on Fund cost.	Schedule 2 of the Transitional Regulations.	The Trust will not consider "switching on" the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.
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	The Trust will not consider granting additional pension to a member ceasing to be an active member by reason of redundancy or business efficiency

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Date Revised	Date Approved	Summary of Changes	Author
23.07.25			Sarah Moxon