

United Learning 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
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>United Learning Trust does not and does not intend to have a general policy of contributing to a shared cost APC scheme.</p> <p>Additional pension contribution would not normally be funded in whole or in part by United Learning Trust, any such payments would only be granted in exceptional cases.</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)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis and only granted where a sound business case can be made.
Waiving of actuarial reduction - This regulation allows the employer to consent to the early	Regulation 30 (8)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis and

COMPULSORY DISCRETIONS		
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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>only granted where a sound business case can be made.</p> <p>Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age other than on the grounds of flexible retirement</p> <p>(where the member only has post 31/3/14 membership)</p> <p>United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case by case basis. It will only be approved in exceptional circumstances and if it is in United Learning Trust's business interest to allow it.</p>
<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>	Schedule 2 of the Transitional Regulations.	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.

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	United Learning will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis. Any such payments would only be granted in exceptional cases.

OPTIONAL DISCRETIONS		
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	TP3(1), TPSch 2, para 2(1) & B30(5) & B30A(5)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.

<p>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 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>		
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Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under B30 (member)	B30(5), TPSch 2, para 2(1)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A (pensioner member with deferred benefits, i.e. a suspended tier 3 ill health pensioner)	B30A(5), TPSch 2, para 2(1)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.
Grant application for early payment of deferred benefits on or after age 50 and before age 55	L31(2)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis
Waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early	L31(5) & TPSch 2, para 2(1)	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.
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	United Learning Trust will not generally exercise this discretion but will consider each application in this regard on a case-by-case basis.
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)	United learning Trust will not generally exercise this discretion but will consider each application in this regard on a case by case basis.

Date Revised	Date Approved	Summary of Changes	Author