

**Venn Academy 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)	Venn will exercise discretion to allow Local Government Pension Scheme (LGPS) members to participate in salary sacrifice (a shared cost) additional voluntary contributions (SCAVC) scheme. This discretion is being applied on the condition that Venn does not incur any additional costs in administering the scheme.
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>Venn will review requests for Flexible Retirement on a case-by-case basis under the Flexible Retirement Policy.</p> <p>For an application to be approved, there must be a clear financial or operational benefit to the organisation.</p> <p>Venn will not waive any actuarial reductions. Any applicable actuarial reduction will depend on individual circumstances, and it will be the responsibility of the employee to bear the cost.</p>

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<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 hours worked or grade in which the member is employed. The member must be aged 55 or over.</p>	Regulation 30 (8)	Due to the additional costs involved, Venn will not typically exercise this discretion, except in very exceptional circumstances. Each request will be considered on a case-by-case basis, taking into account the specific circumstances and the organisation's ability to cover the costs of granting the request.
<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</p>	Schedule 2 of the Transitional Regulations.	Due to the additional costs to Venn, this discretion will only be exercised in exceptional circumstances.

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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	Venn will not exercise this discretion based on the additional cost to the trust. It may be reconsidered only in very exceptional circumstances.

Date Revised	Date Approved	Summary of Changes	Author
22.7.25	10.12.24 on original template	Just moved onto the SYPS template	Lynsey Cook Director of Operations