



The Southfield Trust

Discretions LGPS Policy

2016-19

This policy was adopted by the Trustees on 28/06/16

Remo Palladino, Executive Headteacher ----- Date -----

Margaret Neal, Chair of Trustee's ----- Date -----

Employer	The Southfield Trust
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Date of Policy Statement	28 June 2016
Date for Review	June 2019

Discretions under the Local Government Pension Scheme 2014

These discretions are Employer discretions under The Local Government Pension Scheme Regulations 2013 (prefix **R**) and The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014 (prefix **TP**) on which Employers are required to formulate and publish a policy on.

REGULATION	DISCRETION	EMPLOYER'S POLICY ON THE EXERCISE OF THIS DISCRETION
<u>The Local Government Pension Scheme Regulations 2013</u>		

R16(2)(e)	Where APCs are to be paid by regular contributions, whether to fund in whole or in part a members additional pension contribution. The maximum additional pension which can be purchased from 1st April 2014 is £6,500.	The Southfield Trust will not have a general policy with regard to funding a member's additional pension contribution up to a maximum of £6,500, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits.
R16(4)(d)	Where APCs are to be paid by a lump sum contribution, whether to fund in whole or in part a members additional pension contribution. The maximum additional pension which can be purchased from 1st April 2014 is £6,500.	The Southfield Trust will not have a general policy with regard to funding a member's additional pension contribution up to a maximum of £6,500, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits.
R30(6) & TP11(2)	Whether to allow an active member who has attained the age of 55 or over who reduces their working hours or grade to receive immediate payment of all or part of their retirement pension to which the member is entitled to in respect of that employment subject to an	The Southfield Trust will not have a general policy on whether to allow an active member who has attained the age of 55 or over who reduces their working hours or grade to receive immediate payment of all or part of their retirement pension to which the member is entitled to in respect of that employment subject to an actuarial reduction, but may do so

	actuarial reduction	where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits.
R30(8)	Whether to waive in whole or in part any reduction in a members pension benefits as a result of a member who has not attained normal pension age but who has attained the age of 55 or over and has elected to receive immediate payment of a retirement pension.	The Southfield Trust will not have a general policy on whether to waive in whole or in part any reduction in a members pension benefits as a result of a member who has not attained normal pension age but who has attained the age of 55 or over and has elected to receive immediate payment of a retirement pension, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits.
R31	Whether to award additional pension up to a maximum of £6,500 to an active member or a member who was an active member who was dismissed by reason of redundancy, or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency within 6 months of the date the members employment ended.	The Southfield Trust will not have a general policy on whether to award additional pension up to a maximum of £6,500 to an active member or a member who was an active member who was dismissed by reason of redundancy, or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency within 6 months of the date the members employment ended, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits

The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations

TPSch 2, 2(2)	Whether to “switch on” the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	The Southfield Trust will not have a general policy on whether to “switch on” the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits
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<p>TPSch 2, 2(3)</p>	<p>Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits from pre 1/4/14 membership where the employer has “switched-on” the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60.</p>	<p>The Southfield Trust will not have a general policy on whether to waive, on compassionate grounds, the actuarial reduction applied to benefits from pre 1/4/14 membership where the employer has “switched-on” the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60, but may do so where a sound business case can be made for exercising this discretion. Each case will be considered on its individual merits</p>
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