



Hardenhuish School

The Local Government Pension Scheme

Employer Discretions Policy

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1. Discretion	Regulation	Decision
1.1. Whether, how much and in what circumstances to contribute to a shared cost Additional Pension Contributions (APC) scheme	R16(2)(e) & R16(4)(d)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
1.2. Whether to extend 30-day deadline for member to elect for a shared cost APC	16(6)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
1.3. Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)	R30(6) & TP11(2)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
1.4. Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement	R30(8)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
1.5. 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 (where the member only has post 31 March 2014 membership)	R30(8)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of The Resources Committee after consideration of the financial implications of that decision
1.6. Whether to “switch on” the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60 (other than on the grounds of flexible retirement)	TPSch 2 para 1 (2) & 1(1)(c)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
1.7. Whether to waive an actuarial reduction for a member voluntarily drawing benefits before normal pension age other than on the grounds of flexible retirement (where the	TP3(1),TPSch 2 para 2(1),B30(5) & B30A(5)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision

<p>member has both pre-1 April 2014 and post 31 March 2014 membership):</p> <p>1.1.1. On compassionate grounds (pre1 April 2014 membership) and in whole or part on any grounds (post 31 March 2014 membership) if the member was not in the Scheme before 1October 2006</p> <p>1.1.2. On compassionate grounds (pre 1 April 2014 membership) and in whole or in part on any grounds (post 31 March 2014 membership) if the member was in the scheme before 1 October 2006 will not be 60 by 31 March 2016 and will not attain 60 between 1 April 2016 and 31 March 2020 inclusive</p> <p>1.1.3. On compassionate grounds (pre 1April 2016 membership) and /or, in whole or in part on any grounds (post 31 March 2016 membership) If the member was in the scheme before 1 October 2006 and will be 60 between 1 April 2016</p> <p>1.1.4. On compassionate grounds (pre 1 April 2020 membership) and / or, in whole or in part on any grounds (post 31 March 2020 membership) if the member was in the Scheme before 1 October 2006, will not be 60 by 31 March 2016 and will attain 60 between 1 April 2016 and 31 March 2020 inclusive.</p>		
<p>1.8. Whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £8,903 p.a – this figure is inflation proofed annually)</p>	<p>R31</p>	<p>Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision</p>

2. Discretions for members who ceased active membership on or after 1 April 2008 and before 2014

<p>2.1. 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>Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision</p>
<p>2.2. Whether to “switch on” the 85-year rule for a pensioner member with deferred benefits voluntarily drawing benefits on or after age 55 and before age 60.</p>	<p>TPSch 2, para 1(2) & 1(1)(c)</p>	<p>Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision</p>
<p>2.3. Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30A (pensioner member with deferred benefits)</p>	<p>B30A(5), TPSch 2, para 2(1)</p>	<p>Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision</p>

3. Discretions for members who ceased active membership on or after 1 April 1998 and before 1 April 2008 AND Councillor members who ceased active membership on or after 1 April 1998

3.1. Grant application for early payment of deferred benefits on or after age 50 and before age 55.	31(2)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
3.2. 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	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
3.3. Waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early.	31(5) & TPSch 2, para 2(1)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision

4. Discretions for member who ceased membership before 1 April 1998

4.1. Grant application for early payment of deferred benefits on or after age 50 on compassionate grounds.	TP3(5A)(vi), TL4, L106 (1)	Hardenhuish School will only exercise this discretion in exceptional circumstances and with the express permission of the Resources Committee after consideration of the financial implications of that decision
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