



King's Group Academies

Local Government Pensions Discretionary Policy

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Date of review: Biennially

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Discretions under the Local Government Pension Scheme 2014

1. Statement of Intent

King's Group Academies is required to compose, publish and keep under review a policy statement in relation to the exercising of a number of discretions under the LGPS 2014.

To ensure value for money and financial stability, King's Group Academies will adopt an approach that befits the size, finances and current staffing levels at the Academy. In addition, the decisions regarding the discretionary powers have been taken to ensure the affordability of the scheme to all members.

2. Key roles and responsibilities

The Finance and Audit committee of the KGA Board have overall responsibility for the implementation and monitoring of the LGPS Discretionary Policy at all KGA schools.

The Finance and Audit Committee have responsibility for ensuring that the LGPS Discretionary Policy, as written, does not discriminate on any grounds, including but not limited to: age, ethnicity/national origin, culture, religion, gender, disability or sexual orientation. King's Group Academies is committed to equality and this policy has been created in accordance with anti-discrimination laws, the Equality Act 2010 and with regard to Age Regulations.

The Finance and Audit Committee have overall responsibility for handling complaints regarding this policy as outlined in the Complaints Policy.

In the first instance, complaints should be directed to the Principal.

The PA to the Principal has responsibility for the day-to-day implementation and management of the LGPS Discretionary Policy at the school.

Staff members enrolled on the LGPS will be responsible for following the LGPS Discretionary Policy.

3. Discretions

King's Group Academies, as an LGPS Employer, is legally required to provide employees and LGPS scheme members with information regarding their decision to include or omit many of the following discretions in their LGPS scheme. These discretions are Employer discretions under the Local Government Pension Scheme.

4. Management of policy

The King's Group Academies Trustees has overall responsibility for the maintenance and operation of this policy. They will maintain a record of concerns raised and the outcomes. King's Group Academies policies will be reviewed regularly and will include an evaluation for impact on workload and working hours.

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
The Local Government Pension Scheme Regulations 2013		
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.	King's Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.
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.	King's Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.
R30(6) & TP11(2)	The LGPS 2014 Regulations state that King's Group Academies may agree, at its own cost 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.	King's Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.
R30(8)	King's Group Academies may agree, at its own cost 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.	King's Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.
R31	The LGPS 2014 Regulations state that King's Group Academies may agree, at its own cost 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. Note: The figure of £6,500 p.a. will be increased each April under the Pension (Increase) Act 1971.	King's Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.

The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations		
2014		
TP 1 (1)c 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.	King’s Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.
TPSch 2, 2(3)	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.	King’s Group Academies will not exercise this discretion, however we may consider individual cases on their own merits and may award this discretion in exceptional circumstances and if there is a sound business case.