



LGPS DISCRETIONS POLICY

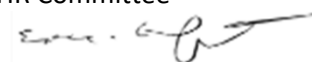
Recommended by:

Trust CFO

Ratified by:

HR Committee

Signed:



Position on the Board:

Chair of HR Committee

Ratification Date

07.05.2025

Next Review:

Summer Term 2027

Policy Tier (Central/Hub/School):

Central

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Key Changes

New Contents table added	
Section numbers amended to ease searches	Section 16
Definition of gainful employment recorded	Section 3

Section 1: Introduction

Under the LGPS Regulations 2013 effective from 1 April 2014, all employers participating in the LGPS are required to prepare and publish a written statement on how it will exercise the various discretions provided by LGPS 2014, LGPS 2008, LGPS 1997, Compensation and Injury Allowances Regulations.

This document includes discretionary policies for LGPS Regulations 2013 as required by regulation 60, LGPS (Administration) Regulations 2008 as required by regulation 66 and 1997 LGPS Regulations as required by regulation 106 (for pre-1 April 2008 leavers and/or councillor members as applicable).

The Central Region Schools Trust (The Trust), in formulating the policy statements outlined below, has sought to ensure that its discretionary powers will be exercised reasonably. The discretionary powers;

- Will be exercised in the public interest;
- Will not be used for an ulterior motive;
- Will be used with regard to all relevant factors (costs to the Trust will be balanced against benefit for the Trust);
- Will only be used where there is a real and substantial benefit to the Trust in return for incurring extra costs;
- Will only be used having considered the views of the scheme Actuary; and
- Will be duly recorded when used.

The Trust will also consider the views of the pensions administering authority.

In support of its deliberations regarding requests made on compassionate grounds, the Trust will take into account all relevant factors and require whatever information, documentation and supporting evidence it considers appropriate.

The employer discretionary powers will be exercised having regard to the extent to which the exercise of any policy discretion would lead to a serious loss of confidence in the public service.

The policy statements do not limit or fetter how the Trust exercises any of the discretions afforded by the pension scheme.

Financial hardship alone is not deemed sufficient grounds. For the purposes of this Policy, exceptional compassionate grounds are where an ex-member has had to give up paid employment to be the sole carer for a severely disabled or seriously ill dependent, and where reasonable additional support is not viable.

This Policy will be kept under review.

Section 2: Employer Discretions – LGPS Regulations 2013

	Discretion	Regulation	Employer Policy
2a	Whether, how much, and in what circumstances to contribute to a shared cost APC or AVC scheme.	R16(2)(e) & R16(4)(d) R17(1) R15(1)(d)	The Trust will not consider contributing to a shared cost APC or AVC scheme. NB the Trust will contribute, as required, where an employee chooses, within 30 days, to purchase a pension following a period of authorised unpaid leave of absence.
2b	Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement).	R30(6) & TP11(2)	The Trust will consent to the payment of benefits on flexible retirement if, with consent, a member permanently reduces their hours by at least 25% or one grade. Application at Appendix A.
2c	Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.	R30(8)	The Trust will not consider waiving actuarial reductions on a flexible retirement.

2d	Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age.	R30(8)	The Trust will not consider waiving actuarial reductions on a retirement before normal pension age.
2e	Whether to “switch on” the 85-year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	TPSch 2, paras 1(2) and 2(2)	The Trust will not consider “switching on” the 85-year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.
2f	Whether to waive any actuarial reduction on pre and/or post April 2014 benefits.	TP3(1), TPSch 2, paras 2(1) and 2(2), B30(5) and B30A (5)	The Trust will not consider waiving actuarial reductions on pre and or post 2014 benefits.
2g	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 £6,500.00 p. a.).	R31	The Trust will not consider granting additional pension to a member ceasing to be an active member by reason of redundancy or business efficiency.

Section 3: Additional Employer Discretions – LGPS Regulations 2013

	Discretion	Regulation	Employer Policy
3a	Determine rate of employee’s contributions	R9(1) 7 R9(3)	The Trust will allocate employees to a contribution band on 1 April, following an assessment of their previous years’ earnings. New staff will be allocated a contribution band on the basis of their contracted salary. The allocation of a contribution band will not be reviewed during the year.
3b	In determining Assumed Pensionable Pay, whether a lump sum payment made in the previous 12 months is a “regular lump sum”	R21(5)	The Trust will determine that a bonus paid in a previous year is not a regular payment for the purposes of calculating AAP.
3c	Extend 12-month time limit for acceptance of a transfer value	R100(68)	The Trust will not extend the time limit for acceptance of a transfer value, other than in exceptional circumstances where the processing of the election was delayed, other than by the employee.
3d	Extend 12-month time limit for acceptance of a request not to have deferred benefits aggregated with their new or concurrent LGPS employment	R22(8)(b), R22(7)(b)	The Trust will not extend the time limit for acceptance of a request not to have deferred benefits aggregated with their new or concurrent LGPS employment, other than in exceptional circumstances where

			processing of the election was delayed, other than by the employee.
3e	Which employees to nominate for membership (admission bodies only)	R3(1)(c) & R4(2) (b)	N/A
3f	Determine whether a deferred beneficiary meets the criteria for ill health pension benefits	R38(3)	The Trust will determine in line with the medical assessment as determined on the ill health certificate.
3g	Decide to suspend Tier 3 benefit where a member is likely to be capable of undertaking gainful employment	R38(6)	The Trust will determine in line with the medical assessment as determined on the ill health certificate.
3h	Recover any overpayment of Tier3 ill health pension following commencement of gainful employment	R37(3)	The Trust will seek to recover any overpayment where a Tier 3 pension has been paid after gainful employment has commenced.

Gainful employment is paid employment for not less than 30 hours per week for a period of not less than 12 months.

Section 4: Employer Discretions – LGPS (Administration) Regulations 2008

	Discretion	Regulation	Employer Policy
4a	Whether to grant application for early payment of deferred benefits on or after age 55 and before age 60.	B30(2)	The Trust will not consent to applications for early payment of deferred benefits on or after age 55 and before age 60 other than on exceptional compassionate grounds as defined.
4b	Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under B30.	B30(5)	The Trust will not consider waiving actuarial reductions for deferred benefits.
4c	Whether to grant an application for early payment of a suspended tier 3 ill health pension on or after age 55 and before age 60.	B30A (3)	The Trust will not consent to applications for early payment of a suspended tier 3 ill health pension on or after age 55 and before age 60 other than on exceptional compassionate grounds as defined.
4d	Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under B30(A)	B30A (5)	The Trust will not consider waiving actuarial reductions.
4e	Whether, for a member leaving on the grounds of redundancy or business efficiency on or before 31st March 2014, to augment membership (by up to 10 years). The resolution to do so would have to be made within 6 months of the date of leaving. Hence this discretion is spent entirely after 30th September 2014.	B12	The Trust will not consent to augment membership.

Section 5: Employer Discretions – LGPS 1997 (as amended) in relation to pre-1 April 2008 leavers

	Discretion	Regulation	Employer Policy
5a	Grant application from a post 31st March 1998 / pre-1st April 2008 leaver for early payment of benefits on or after age 50/55 and before age 60.	31(2)	The Trust will not consent to applications for early payment of deferred benefits to those age 55+ other than on exceptional compassionate grounds as defined. Applications for those age 50-54 will not be considered due to the HMRC ruling that such payments are unauthorised.
5b	Waive, on compassionate grounds, the actuarial reduction applied to benefits paid early for a post 31st March 1998 / pre-1st April 2008. Leaver.	31(5)	The Trust will not consider waiving actuarial reductions.

Section 6: Employer Discretions – LGPS 1995 (as amended) in relation to pre-1 April 1998 leavers

	Discretion	Regulation	Employer Policy
6a	Grant applications for early payment of deferred pension benefits on or before age 50 and before age 65 on compassionate grounds.	D11(2)(c)	The Trust will not consent to applications for early payment of deferred benefits to those age 55+ other than on exceptional compassionate grounds as defined. Applications for those age 50-54 will not be considered due to the HMRC ruling that such payments are unauthorised.

Section 7: EMPLOYER DISCRETIONS UNDER the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended)

	Discretion	Regulation	Employer Policy
7a	To base redundancy payments on an actual week pay where this exceeds the statutory week's pay limit.	5	The Trust will base redundancy payments on actual week's pay.
7b	To award lump sum compensation of up to 104 week's pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	The Trust will not award lump sum compensation in cases of redundancy*, termination of employment on efficiency grounds, or cessation of a joint appointment. *Except where so obliged by virtue of TUPE.

Section 8: Employer Discretions under the Local Government (Discretionary Payments) (Injury Allowance) Regulations 2011

	Discretion	Regulation	Employer Policy
8a	Whether to grant an injury allowance following a reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties.	3 (1)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.

8b	Amount of injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.	3(4) and 8	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8c	Determine whether person continues to be entitled to an injury allowance awarded under regulation 3(1).	3(2)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8d	Whether to grant an injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties if the job.	4(1)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8e	Amount of injury allowance following cessation as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.	4(3) and 8	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8f	Determine whether a person continues to be entitled to an injury allowance awarded under regulation 4(1).	4(2)	The Trust is not to set up an Injury Allowance Scheme at this time.
8g	Whether to suspend or discontinue injury allowance awarded under regulation 4(1) if person secures paid employment for not less than 30 hours per week for a period of not less than 12 months.	4(5)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8h	Whether to grant an injury allowance following cessation of employment with entitlement to immediate LGPS pension where a reg 3 payment was being made at date of cessation of employment but reg 4 does not apply.	6(1)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8i	Determine whether and when to cease payment of an injury allowance payable under regulation 6(1)	6(2)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8j	Whether to grant an injury allowance to the spouse, civil partner, nominated co-habiting partner or dependent of an employee who dies as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job	7(1)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8k	Determine amount of any injury allowance to be paid under regulation 7(1)	7(2) and 8	The Trust Policy is not to set up an Injury Allowance Scheme at this time.
8l	Determine whether and when to cease payment of an injury allowance payable under regulation (7)1	7(3)	The Trust Policy is not to set up an Injury Allowance Scheme at this time.

This policy will be kept under review. It will be reviewed at least every 2 years, or earlier where the relevant regulations are amended. Any subsequent change in this policy statement will be notified to affected employees and to the West Midlands Pension Fund and will be published on the Trust's website before the end of the month that any such revisions are made in.