

Abraham Darby Academy

Discretionary Policy

Choice of early payment of pension Regulation 30 of the Benefit Regulations

The Academy, will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the operating requirements of the employing department
- the Academy's ability to meet the cost of granting such a request
- whether any demonstrable cost saving in excess of potential savings available under any severance arrangements in place from time to time can be made
- the member's personal circumstances

Applications for the payment of unreduced benefits on the grounds of compassion will be granted if

- in the Academy's sole opinion, the special extenuating circumstances surrounding the application, along with the supporting evidence provided justify approval and
- the Academy can meet the cost of granting such a request.

Flexible Retirement

Regulation 18 of the Benefit Regulations

The Academy will consider applications made under this Regulation having regard to the particular circumstances surrounding each case. Decisions will be made on the merits of each case having particular regard to:

- the operating requirements of the employing department
- the Academy's ability to meet the cost of granting such a request
- whether any demonstrable cost saving in excess of potential savings available under any severance arrangements in place from time to time can be made

- the member's personal circumstances

Applications for the payment of unreduced benefits in these circumstances will be granted if

- in the Academy's sole opinion, the special extenuating circumstances surrounding the application, along with the supporting evidence provided justify approval and
- the Academy can meet the cost of granting such a request.

Power of employing authority to increase total membership Regulation 12 of the Benefit Regulations

The Academy will only consider the augmentation of service having regard to the following

- the member's personal circumstances
- the interests of the Academy.
- the additional contributions due to the Fund by the Academy in respect of the exercise of this discretion
- any potential benefits or savings to the employer arising from the exercise of this discretion
- other options that are, from time to time, available under the Academy's severance arrangements
- the funding position of the Academy within the Shropshire County Pension Fund
- the ability of the Academy to meet the cost of granting such an award.

The Academy does not consider the use of this discretion in relation to new hires as an integral part of its recruitment policy. The discretion will only be exercised for recruitment purposes in exceptional circumstances having regard to all the facts in each case though particularly where other elements available within the employee benefits package have not proved successful.

Power of employing authority to award additional pension Regulation 13 of the Benefit Regulations

The Academy will only consider the award of additional pension having regard to the following

- the member's personal circumstances
- the interests of the Academy
- the additional contributions due to the Fund by the Academy in respect of the exercise of this discretion
- any potential benefits or savings to the Academy arising from the exercise of this discretion
- other options that are, from time to time, available under the Academy's severance arrangements
- the funding position of the Academy within the Shropshire County Pension Fund
- the ability of the Academy to meet the cost of granting such an award.

Shared Cost Additional Voluntary Contributions (SCAVCs) Regulation 25 of the Administration Regulations

The Academy does not consider contribution towards a shared cost additional voluntary contribution scheme to be an essential part of its strategy for the recruitment and retention of employees. Applications for the purchase of shared cost additional voluntary contributions, and consideration of any amount so payable, will only be considered in exceptional circumstances having particular regard to the Academy's general policy, from time to time, on the employee remuneration package, whether the contribution to a shared cost additional voluntary contribution is in the Academy's interest and following consultation with the Shropshire County Pension Fund's Actuary