

Severn Gorge
COUNTRYSIDE
Trust

LGPS EMPLOYER'S DISCRETIONS POLICY FOR SEVERN GORGE COUNTRYSIDE TRUST LGPS 2014 SCHEME

<p>1). Reg 31: Whether to grant additional pension to a member (up to £6,675pa) (figure at 1st April, 2015)</p>	<p>Severn Gorge Countryside Trust will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Committee of Management (following a recommendation from the Personnel Committee) after consideration of the financial and /or operational business case that would apply.</p>
<p>2). Reg 16(2)e & Reg 16(4)d: Whether to make either a regular or lump sum Additional Pension Contribution (APC) to a member's account (part or whole funding this) – [Note: this discretion only relates to cases when the member is working as normal rather than absent from work with permission but no pensionable pay – in the latter scenario, employers must fund it if necessary.]</p>	<p>Severn Gorge Countryside Trust will only exercise this discretion in exceptional circumstances. This discretion will only be exercised with the expressed permission of the Committee of Management (following a recommendation from the Personnel Committee) after consideration of the financial and /or operational business case that would apply.</p>
<p>3). Reg 30(6) Whether all or some pension benefits can be paid if an member aged 55 or over reduces their hours/grade and continues to work ("flexible retirement")</p>	<p>Severn Gorge Countryside Trust will consider employee requests to take flexible retirement on a case by case basis after taking into account factors such as service delivery and all costs, following approval from the Committee of Management (following a recommendation from the Personnel Committee) after consideration of the financial and /or operational business case that would apply.</p>
<p>4). Reg 30(6) Waiving actuarial reduction on flexible retirement.</p>	<p>Severn Gorge Countryside Trust will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Committee of Management (following a recommendation from the Personnel Committee) after considering the financial and /or operational business case that would apply.</p>
<p>5). Reg 30(8) Waiving actuarial reduction on early retirement (age 55+) – for both active and deferred members</p>	<p>Severn Gorge Countryside Trust will only waive the actuarial reduction on early retirement in exceptional circumstances and as the result of the expressed permission of the Committee of Management (following a recommendation from the Personnel Committee) after considering the financial and /or operational business case that would apply.</p>

6). T P Regs 1 (1) (c) of Schedule 2: Whether to allow the rule of 85 to be "switched on" for members who would normally meet the rule but who will not if they draw the benefits age 55-59	Severn Gorge Countryside Trust will only agree to "switch on" the rule of 85 in exceptional circumstances by the expressed permission of the Committee of Management (following a recommendation from the Personnel Committee) after considering the financial and /or operational business case that would apply.
7). Regs 22(8 & 9) Whether to extend 12-month period to separate previous LG service.	Severn Gorge Countryside Trust will only allow an extension to the 12 month period to separate previous LG service where it can be reasonably shown that the member was not provided with the required information within six months of starting.
8). Reg 9(3) Determine rate of employees' contributions.	Severn Gorge Countryside Trust will review all employees contribution bands as at 1 April each year based on prior years cumulative earnings unless there is a material change. Hence, when a member salary or hours change (temporary or permanently) during the year the member will remain on the same employee contribution rate until the following April.
9). Reg 100(6) Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.	Severn Gorge Countryside Trust will only allow an extension to the 12 month period to combine previous non -LG Service where it can be shown that the member was not provided with the required information within six months of starting.

Abbreviations

"Reg 16(2)e" means Regulation 16(2)e of the Local Government Pension Scheme Regulations 2013 [which apply from 1 April 2014]

"TP Regs means LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014.

APPROVED: 25 / 11 / 2015

Signed by the Chair on behalf of the Committee of Management

Louise Lomax (Signature)

LOUISE LOMAX (Name)