



Local Government Pension Scheme (LGPS) Discretion Policy for **The Athelstan Trust** Scheme Regulations 2014

Discretion	Regulation	Decision
Whether, how much and in what circumstances to contribute to a shared cost APC scheme	R16(2)(e) & R16(4)(d)	The Athelstan Trust will only exercise this discretion in exceptional circumstances and with the express permission of the Board of Trustees after consideration of the financial implications of that decision.
Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)	R30(6) & TP11(2)	The Athelstan 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 any costs that may apply. The Board of Trustees will be responsible for agreeing (or otherwise) to all requests to take flexible retirement.
Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement	R30(8)	The Athelstan Trust will only waive the actuarial reduction on flexible retirement in exceptional circumstances following approval from the Board of Trustees.
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)	The Athelstan Trust will only agree to "switch on" the rule of 85 in exceptional circumstances following approval from the Board of Trustees after considering the costs that will apply.
<p>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 member has both pre 1 April 2014 and post 31 March 2014 membership):</p> <p>(a) On compassionate grounds (pre 1 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 1 October 2006</p> <p>(b) On compassionate grounds (pre 1 April 2014 membership) and in whole or in part on any grounds (post 31 March 2014</p>	TP3(1),TPSch 2 para 2(1),B30(5) & B30A(5)	The Athelstan Trust will only waive the actuarial reduction for a member voluntarily drawing benefits before normal pension age retirement in exceptional circumstances and as a result of the expressed permission of the Board of Trustees after considering the costs that will apply.



<p>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>(c) On compassionate grounds (pre 1 April 2016 membership) and 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 and 31 March 2020 Inclusive.</p>		
<p>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 £6500 p.a – this figure is inflation proofed annually)</p>	<p>R31</p>	<p>The Athelstan Trust will only exercise this discretion in exceptional circumstances at the expressed agreement of the Board of Trustees, and after full consideration of the costs that would apply.</p>
<p>Discretions for member who ceased membership Before 1 April 1998</p>		
<p>Grant application for early payment of deferred benefits on or after the age 50 and before age 55</p>	<p>31(2)</p>	<p>The Athelstan Trust will only exercise this discretion in exceptional circumstances at the expressed agreement of the Board of Trustees, and after full consideration of the costs that would apply.</p>
<p>Waive on compassionate grounds the actuarial reduction applied to deferred benefits paid early</p>	<p>31(5) & TPSch2 para 2 (1)</p>	<p>The Athelstan Trust will only exercise this discretion in exceptional circumstances at the expressed agreement of the Board of Trustees, and after full consideration of the costs that would apply.</p>
<p>Grant application for early payment of deferred benefits on or after age 50 on compassionate grounds.</p>	<p>TP3(5A)(vi), TL4, L106 (1)</p>	<p>The Athelstan Trust will only exercise this discretion in exceptional circumstances at the expressed agreement of the Board of Trustees, and after full consideration of the costs that would apply.</p>

