

School Partnership Trust Academies (SPTA)
Effective from date of transfer to Academy Status

LOCAL GOVERNMENT PENSION SCHEME
EMPLOYING AUTHORITY DISCRETIONS

REGULATION	POLICY ON INDIVIDUAL DISCRETIONS
<p>BMC12: Augmentation of membership of an active member (up to 10 years) <i>(Required in Policy Statement)</i></p>	<p>SPTA will not normally exercise this discretion and will not normally augment pensions for staff leaving under redundancy, early retirement in the interests of efficiency or voluntary early retirement. The augmentation will only be granted in very exceptional circumstances and will be at the discretion of the directors of SPTA in consultation with the Principal. Any costs associated with the granting of the discretion will be met from the relevant academy budget.</p>
<p>BMC 13: Whether to grant additional pension to a member (up to £5,000pa) <i>(Required in Policy Statement)</i></p>	<p>SPTA will not exercise this discretion in addition or as an alternative to augmentation for staff leaving under redundancy, early retirement in the interests of efficiency or voluntary early retirement.</p>
<p>BMC 18(1): Whether all or some benefits can be paid if an employee reduces hours/grade and continues to work (“flexible retirement”) <i>(Required in Policy Statement)</i></p> <p><i>This regulation allows the employer to consent to the early release of all or part of a member’s LGPS benefits provided they have also consented to the reduction of hours or grade in which the member is employed. The member must be aged 55. Dependent upon the accrued membership, benefits may be subject to actuarial reduction.</i></p>	<p>Where an employee seeks the Academy’s consent to take flexible retirement, SPTA will assess the request on its merits, taking into account any capital costs of flexible retirement, and the individual circumstances. Where such a request is approved, the employee will be eligible to receive immediate payment of the pension and lump sum (if applicable), though these may be reduced. The amount of reduction to the pension and lump sum is determined by an actuarial calculation based on a formula determined by the Government Actuary’s Department. Flexible retirement must be approved by the Local Governing Body, the Principal and the final agreement will rest with the SPTA following receipt of a written business case. Any costs associated with granting flexible retirement will be met from the relevant academy budget.</p>
<p>BMC (3): Waiving actuarial reduction on flexible retirement. <i>(Required in Policy Statement)</i></p>	<p>SPTA will not exercise this discretion.</p>

<p>BMC30 (2): Whether to allow early payment of benefits at/after age 55. <i>(Required in Policy Statement)</i></p>	<p>Where an employee seeks the Academy’s consent to take early retirement, SPTA will assess the request on its merits, taking into account any capital costs of early retirement, and the individual circumstances. Where such a request is approved, the employee will be eligible to receive immediate payment of the pension and lump sum (if applicable), though these may be reduced. The amount of reduction to the pension and lump sum is determined by an actuarial calculation based on a formula determined by the Government Actuary’s Department.</p> <p>Early retirement must be approved by the Directors of SPTA and the Principal following receipt of a written business case. Any costs associated with granting early retirement will be met from the relevant academies budget.</p>
<p>BMC30 (3): Waiving actuarial reduction on early retirement. <i>(Required in Policy Statement)</i></p>	<p>SPTA will not exercise this discretion.</p>
<p>BMC30A: Choice of early payment of pension : pensioner member with deferred benefits <i>(Required in Policy Statement)</i></p>	<p>Where a former employee of SPTA seeks the Academy’s consent to access deferred benefits, SPTA will assess the request on its merits, taking into account any capital costs of early retirement, and the individual circumstances. Where such a request is approved, the employee will be eligible to receive immediate payment of the pension and lump sum (if applicable), though these may be reduced. The amount of reduction to the pension and lump sum is determined by an actuarial calculation based on a formula determined by the Government Actuary’s Department.</p> <p>Access to deferred benefits must be approved by the Directors of SPTA and the Principal following receipt of a written business case. Any costs associated with granting early retirement will be met from the relevant academies budget.</p> <p>SPTA will not exercise the discretion to waive actuarial reduction on early retirement.</p>
<p>Admin 16(4)(b)(ii): Whether to extend 12-month period to combine previous LG service.</p>	<p>SPTA will not exercise this discretion.</p>
<p>BMC 3 Determine rate of employees’ contributions.</p>	<p>SPTA will apply the following principles to allocate a member of staff to the correct contribution band:</p> <ul style="list-style-type: none"> • All active members of the Local Government Pension Scheme will be allocated to a contribution bands based on their full-time equivalent pensionable pay.

	<ul style="list-style-type: none"> • The contribution band ranges will increase on 1 April each year by the rise in the Retail Price Index. • All active members of the Local Government Pension Scheme will be allocated to the relevant contribution band on 1 April each year or at the commencement of their employment with the Academy. • SPTA will reassess and adjust an individual employee's contribution band part-way during the financial year in the following instances: <ul style="list-style-type: none"> (i) When there has been a contractual change during the year (e.g. promotion) requiring the salary to be adjusted. This will avoid underpayment of contributions by SPTA and will prevent any potential claims of inequality from a new employee being appointed on the same pay but within a higher employee contribution band. (ii) Where a national pay award is applied mid year, or backdated to 1 April. (iii) Where an employee has been placed in the wrong contribution band in error, which may result in a shortfall in contribution rates at subsequent evaluations.
<p>Admin 22(2): Whether to extend the period for a member to elect to pay contributions to cover unpaid leave of absence, maternity, paternity, or adoption leave beyond 30 days after returning to work or leaving.</p>	<p>SPTA will allow the extension of the period in cases where the member of staff was not notified of the right to pay conditions.</p>
<p>Admin 83(8): Whether to extend 12-month period to allow a transfer-in of non-LG pension rights.</p>	<p>SPTA will not exercise this discretion.</p>

Abbreviations

Academy	Any Academy that forms part of School Partnership Trust Academies
LGPS	Local Government Pension Scheme
BMC	Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007
Admin	Local Government Pension Scheme (Administration) Regulations 2008

There are other non-compulsory discretions available for School partnership Trust Academies to consider, and cases where these may arise in the future will be considered on an individual basis; the merits of each case being fully investigated.

School partnership Trust Academies in exercising the discretionary powers available under the above Regulation has acted with due prudence and propriety and considered the financial impact of applying the discretions.

These policies may be subject to review from time to time. Any subsequent change in this Policy Statement will be notified to affected employees. School Partnership Trust Academies will notify the Fund of any revisions to this Statement within one month of the revised policy taking effect.

Signed on behalf of:	School Partnership Trust Academies								
Completed by:	Sir Paul Edwards	Position:	CEO						
Signature:			Date:	0	5	0	7	1	3