

## SBFM Limited’s Local Government Pension Scheme (LGPS) Discretionary Pension Statement

### PART A

The regulations of the LGPS require every employer to:

- (i) issue a written policy statement on how it will exercise the various discretions provided by the scheme;
- (ii) (ii) keep it under review; and
- (iii) (iii) revise it as necessary,

Together the “Requirements”.

This document meets these requirements stating the regulation requirement and the organisation decision on these.

These discretions are subject to change, either in line with any change in regulations or by due consideration by SBFM Limited.

These provisions do not confer any contractual rights.

The LGPS Employer Discretions Policy is SBFM’s written policy statement detailing all mandatory employer discretions the LGPS recommend employers also publish.

This statement will be published on SBFM Limited’s website at [SBFM - Commercial Cleaning and Soft FM Experts \(sb-fm.co.uk\)](http://sb-fm.co.uk).

The Regulations referred to in this policy are:

**R:** The Local Government Pension Scheme Regulations 2013 (as amended)

**TP:** The LGPS (Transitional Provision and Savings) Regulations 2014

**A:** The Local Government Pension Scheme (Administration) Regulations 2008 (as amended)

**B:** The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended)

**T:** The Local Government Pension Scheme (Transitional Provisions) Regulations 2008

**L:** The Local Government Pension Scheme Regulations 1997 (as amended)

Employer Discretion		Regulation	SBFM Policy
Shared Cost APC’s	Whether, how much, and in what circumstances to contribute to a shared cost APC scheme	R16(2)(e) & R16(4)(d)	Due to potential cost burden SBFM will not contribute towards the cost of the employee (purchasing additional pension).
Grant Additional Pension	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 p.a. on 1 April 2014 - this figure is inflation proofed annually)	R31	It is not the policy of SBFM to award additional pension.
Flexible Retirement	Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement)	R30(6) & TP11(2)	SBFM will consider applications made under this Regulation having regard to the particular circumstances surrounding each case.
Early Retirement Waive Actuarial Reduction	Whether to waive, in whole or in part, actuarial reduction on	R30(8)	SBFM will consider applications made under this Regulation having

	benefits which a member voluntarily draws before normal pension age other than on the grounds of flexible retirement (where the member only has post 31 March 2014 membership)		regard to the particular circumstances surrounding each case.
85 Year Rule	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(1c)	SBFM will consider applications having regard to the particular circumstances surrounding each case.
Early payment of deferred pensions for members who left before 1 April 2014	Whether to waive upon the voluntary early payment of benefits, any actuarial reduction on compassionate grounds.	TP(2), B30(2) & B30(5), L31(2) & L31(5)	SBFM will consider applications having regard to the particular circumstances surrounding each case.
Early payment of deferred pensions for members who left before 1 April 2014 and have ceased to be entitled to a tier 3 ill health benefit	Whether to waive any actuarial reduction in benefits where voluntary early payment of suspended tier 3 ill health pension is taken.	TP(2), B30A(3) & B30A(5)	SBFM will consider applications having regard to the particular circumstances surrounding each case.