



BATH & WELLS
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

Employer Discretions: Local Government Pension Scheme Regulations

This statement sets out the policy of the Bath & Wells Diocesan Academies Trust (trading as the Bath & Wells Multi Academy Trust) for application of the Employer's Discretions contained within the Local Government Pension Scheme Regulations 2007. The Trust's position is as follows:

Regulation 12 (awarding an employee augmented membership)

Increasing (i.e. augmenting) total membership is a power which employers may use, for example, to attract people with scarce key skills from outside the education sector. The Trust has no intention of making a general use of this power but could choose to consider its use in exceptional cases in the future.

Regulation 13 (awarding an employee additional pension)

The Trust may resolve to award a member additional pension, however there is no intention of making use of this power in the foreseeable future.

Regulation 18 (flexible retirement)

An employee who is aged 55 or over, can request the Trust to allow him/her to access pension benefits whilst still remaining employed by the Trust. This would only be in situations where the employee wishes to reduce hours and/or move to a lower graded post, and must be agreed by the Trust's Board of Directors.

Flexible Retirement is aiming to assist a more gradual move into retirement over a period of years, by allowing an employee to work fewer hours and/or in a less demanding job, whilst at the same time drawing their pension. This may be of benefit to the employee, and also the Trust in terms of retaining the services of the employee.

The key factors in this scheme are:-

- The acceptability to the employee of the level of pension he/she would receive.
- The willingness of the Trust to agree to the specific flexible retirement requested.

The Trust's policy on Flexible Retirement is that an application will only be approved where:-

- There are no pension costs to the MAT arising from the employee's flexible retirement.
- The Flexible Retirement will provide benefits to the Trust, for example financial savings or the facilitation of organisational or staffing changes and will not result in any detriment to the level of service.

If the request is to work reduced hours, the Trust's assessment must be that there would be no operational problems caused, or recruitment difficulty anticipated, in making up the reduced hours.

If the request is for a move to a lower graded post, this would be subject to an appropriate vacancy arising and the operation of the Trust's normal recruitment procedures in filling the post.

Regulation 30 (*allowing an employee early payment of pension*)

Former employees who have Deferred Benefits which are preserved benefits in the Avon Pension Fund or Somerset Pension Scheme, may apply to the Trust for the early release of their benefits by reason of permanent ill-health or on compassionate grounds. Such applications are dealt with on the same basis as for current employees.

Changes to the Policy Statement

This policy statement will be reviewed from time to time to ensure that does not become outdated, unreasonable or over-restrictive. If the statement is revised it will be published at least one month before changes introduced come into effect.