

LOCAL GOVERNMENT PENSION SCHEME

Employer's Policy Statement

Exercise of Discretionary Powers

As required by Local Government Pension Scheme (LGPS) Regulations 2013 and the LGPS (Administration) Regulations 2008 set out below is the policy statement on Pensions for Notre Dame High School Norwich

This policy has been approved by The Governing Body of Notre Dame High School Norwich at its meeting of the 3rd June 2014.

A copy of this policy is available from the school's website and has also been lodged with the Norfolk Pension Fund.

In all references to agreement by Notre Dame High School Norwich any decisions must be placed before a full meeting of the Council and be subject to an agreed resolution.

Name of Employer	Notre Dame High School Norwich has adopted the policies shown on the following pages
Signed (authorised signatory)	<i>Mary Minstoe-Arthur</i>
Name of authorised signatory	M. B. MINSTOE-ARTHUR
Date	12-6-2014

COMPULSORY ITEMS:

Funding of Additional Pension : Regulations 16(2e) 16(4d)
Notre Dame High School Norwich may fund (either wholly or in part) an active members Additional Pension Contribution (APC) contract. Requests will be assessed on a case by case basis and should be made in writing to the Headteacher and Chair of the Governing Body.
However where an APC is used to cover a period of unpaid leave, Notre Dame High School Norwich is required to automatically pay 2/3rds of the cost with the member paying the rest, providing the APC request is made within 30 days of the member returning from leave.

Awarding Additional Pension : Regulation 31

Notre Dame High School Norwich may increase a member's benefits by awarding additional pension up to a maximum of £6,500 (from April 2014) on agreement of the Governing Body.

The Governing Body of Notre Dame High School Norwich will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage to the Academy.

Flexible Retirement : Regulation 30(6)

The Governing Body of Notre Dame High School Norwich may give consent for a member aged 55 or more who reduces their grade or hours of work (or both) to receive all or part of their benefits immediately, even though they have not left the Academy's employment on agreement of the Governing Body of Notre Dame High School Norwich.

The Governing Body of Notre Dame High School Norwich will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage to the Academy.

If the benefits payable on flexible retirement would normally be reduced for early payment The Governing Body of Notre Dame High School Norwich may agree to waive all or part of the reduction on agreement of the Governing Body

The Governing Body of Notre Dame High School Norwich will consider exercising this discretion only in cases where it can see a clear financial or administrative advantage to the Academy.

Waiving of Actuarial Reduction : Regulation 30(8)

In circumstances where it can see a clear financial or administrative advantage, The Governing Body of Notre Dame High School Norwich may give consent for a member aged 55 or more who leaves its employ without an entitlement to immediate LGPS benefits to receive them straight away regardless on agreement of the Council

If the benefits payable would normally be reduced for early payment, The Governing Body of Notre Dame High School Norwich may agree to waive all or part of the reduction. Any request will be determined on a case by case basis and must be backed by reports from the Headteacher and also the Chair of the Governing Body

**Early Payment of Pension discretion is not required for Employers who
joined the LGPS on or after 1 April 2014**

**Early Payment of Pension : Regulation 30 of the LGPS (Benefits,
Membership and Contributions) Regulations 2007 (Two decisions to
be made)**

For members who left the Council before 1 April 2014 and subsequently wish to take their benefits between the ages of 55 and 60, the Council may consent to immediate payment of Local Government Pension Scheme benefits. If the member's benefits payable would normally be reduced the Council may agree to waive all or part of the reduction on compassionate grounds.

Any waiver will be determined on a case by case basis