

DN COLLEGES GROUP

Employer Discretions Policy

Local Government Pension
Scheme Regulations 2014

1 Purpose

- 1.1 The purpose of this policy is to ensure that DN Colleges Group (hereafter referred to as 'the College') provides a framework for the application of all mandatory discretions which we have the power to exercise in relation to members of the Local Government Pension Scheme (Scheme).

This policy is written in line with the College's Strategy, Vision and Values which identify a commitment to safeguarding, health safety and welfare, equality diversity and inclusion and data protection.

2 Scope

- 2.1 The various discretions noted apply to specific groups of members of the Scheme based on their date of entry into the Scheme. This is outlined in the relevant section of the policy.

3 Responsibilities

- 3.1 The Chief Operating Officer – People and Information has overall responsibility for the effective operation of the policy.

4 Definitions and/or Relevant Legislation

- 4.1 Local Government Pension Scheme Regulations 2014

5 The Policy

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
Funding of Additional Pension through a Shared Cost Additional Pension Contribution - Where an active Scheme member wishes to purchase extra annual pension up to the maximum by making Additional Pension Contributions (APCs), the employer may choose to (voluntarily) contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC).	Regulation 16 (2)(e) and/or 16 (4)(d)	No additional pension will be awarded to active members, and The College will not fund the APC in whole or in part.

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
Shared Cost Additional Voluntary Contributions Arrangement (SCAVC)	Regulation 17 (1) and TP 15 (2A) and A 25 (3) and definition of SCAVC in R Sch1	The College will not exercise its discretion to contribute towards a SCAVC arrangement.
Flexible Retirement - 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 worked or grade in which the member is employed. The member must be aged 55 or over.	Flexible retirement, Regulation 30 (6)	<p>The Chief Operating Officer – People & Information or The Chief Operating Officer – Finance & Infrastructure and corporation board when necessary, will consider employee requests to take flexible retirement on a case by case basis. This is provided the employer agrees to the member either reducing their hours or moving to a position on a lower grade.</p> <p>Decisions will be made on the merits of each case having particular regard to:</p> <ul style="list-style-type: none"> • A member's personal circumstances. • The operating requirement of the College. • The economic interests of the College. • Whether to permit the member to choose to draw all, part or none of the pensions benefits accrued after 1st April 2008.
Waiving of actuarial reduction - 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 worked or grade in which the member is employed. The member must be aged 55 or over.	Regulation 30 (8)	<p>The College will only agree to waive any actuarial reduction in exceptional circumstances.</p> <p>Decisions will be made by The Chief Operating Officer – People & Information or The Chief Operating Officer – Finance & Infrastructure and when necessary, the corporation board</p> <p>Decisions will be made on the merit of each case with particular regard to:</p> <ul style="list-style-type: none"> • A member's personal circumstances. • The economic interests of the College.
Switching on the 85-year rule for members voluntarily drawing benefits on or after age 55 and before age 60	Schedule 2 of the Transitional Regulations.	<p>The College will only agree to "switch on" the rule of 85 in exceptional circumstances.</p> <p>Decisions will be made by The Chief Operating Officer – People & Information</p>

COMPULSORY DISCRETIONS		
Main Purpose of Regulation	Regulation	Discretion Exercised
<p>Whilst the 85-year rule does not automatically apply in full if the employee decides to voluntarily draw benefits on or after age 55 and before age 60, this regulation allows the employer to switch the rule back on.</p> <p>If the employer switches on the 85-year rule they will pick up any strain on Fund cost.</p>		<p>or The Chief Operating Officer – Finance & Infrastructure and when necessary, the corporation board</p> <p>Decisions will be made on the merit of each case with particular regard to:</p> <ul style="list-style-type: none"> • A member’s personal circumstances. • The economic interests of the College.
<p>The power of employing authority to award additional pension - this regulation allows an employer to resolve to award a member an amount of additional pension, up to the LGPS maximum, to an active scheme member or within 6 months of leaving to a member whose employment was terminated on the grounds of redundancy or business efficiency.</p>	Regulation 31	<p>The College will only exercise this discretion in exceptional circumstances.</p> <p>Decisions will be made by The Chief Operating Officer – People & Information or The Chief Operating Officer – Finance & Infrastructure and when necessary, the corporation board</p> <p>Decisions will be made on the merit of each case with particular regard to:</p> <ul style="list-style-type: none"> • A member’s personal circumstances. • The economic interests of the College. • The ability of the College to meet the cost of awarding the discretion.

6 Relevant Policies and Procedures

- 6.1
- Equality, Diversity and Inclusion policy
 - Data Protection policy
 - Flexible Working request policy

7 Who to Contact with Queries

- 7.1 For additional support and guidance please contact a member of the Payroll or HR team.

The policy and procedure will be monitored by the Human Resources Team. For additional support and guidance please contact a member of the team.

8 Communication

8.1 This Policy and Procedure will be made available via DNCG's website.

9 Authorisation

Policy Holder:	Chief Operating Officer – People & Information
Union Approval & Date:	(if applicable)
SLT Approval & Date:	21 January 2026
Governor Committee/ Board Approval:	(if applicable)
Next Review Date:	January 2029

*Policies will be reviewed every 3 years unless there is a specific requirement to undertake a review more frequently. If for any reason a review does not take place in the planned period, the policy will remain current until a review takes place.

The Equality Impact has been considered on this policy and procedure.