

## 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 Northgate High School.

This policy has been approved by the Governing Body of Northgate High School at its meeting of the 11 March 2015.

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 Northgate High School any decisions must be placed before a full meeting of the Council and be subject to an agreed resolution.

<b>Name of Employer</b>	Northgate High School has adopted the policies shown on the following pages
<b>Signed (authorised signatory)</b>	
<b>Name of authorised signatory</b>	Mr Colin HAMBURG
<b>Date of approval</b>	11 March 2011

## POLICY STATEMENT

### COMPULSORY ITEMS:

#### **Funding of Additional Pension : Regulations 16(2e) 16(4d)**

Northgate High School 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 Principal and Chair of the Governing Body.

However where an APC is used to cover a period of unpaid leave, **Northgate High School** 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**

Northgate High School 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 Northgate High School 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 Northgate High School 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 Northgate High School.

The Governing Body of Northgate High School 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 Northgate High School may agree to waive all or part of the reduction on agreement of the Governing Body.

The Governing Body of Northgate High School 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 Northgate High School 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 Northgate High School.

If the benefits payable would normally be reduced for early payment, the Governing Body of Northgate High School 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 Principal and also the Chair of the Governing Body.

**You should publish your policy statement.**

**Please also send a copy (on this form or in your own format if preferred) to :**

**Norfolk Pension Fund, Lawrence House, St Andrews Hill, NORWICH, NR2 1AD**

**It would be helpful if you would send NPF an electronic copy to :  
[pensions.systems@norfolk.gov.uk](mailto:pensions.systems@norfolk.gov.uk)**