

Appendix 3 – Copy of Email from the Administering Authority

**From:** Lugg, Stephen [<mailto:slugg@buckscc.gov.uk>]  
**Sent:** 04 June 2014 15:30  
**Subject:** FW: IMPORTANT - PLEASE READ - LGPS Employer Discretions / Quotation Requests

Dear Employer

To clarify our earlier email below – we won't process any quotations for employers where the request is received after 30 June 2014 until a 2014 employer discretionary policy has been provided.

The intention is not to stop providing these quotes now; please therefore re-submit any quote requests that may have been returned to you so we can process these ASAP.

Apologies for any confusion caused.

Regards

**Steve Lugg**  
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**From:** Lugg, Stephen  
**Sent:** 28 May 2014 16:36  
**Subject:** IMPORTANT - PLEASE READ - LGPS Employer Discretions

Dear Employer

In order to comply with the LGPS 2014 Regulations, some additional employer discretions are required. All participating employers have to formulate, publish and keep under review a Statement of Policy on certain discretions which they have the power to exercise.

In summary, Scheme employers are required to have a policy in relation to 5 specific discretions, which are as follows:

- 1) Whether to grant extra annual pension of up to £6,500 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;
- 2) Whether, where an active Scheme member wishes to purchase extra

annual pension of up to £6,500 by making Additional Pension Contributions (APCs), to (voluntarily) contribute towards the cost of purchasing that extra pension via a Shared Cost Additional Pension Contribution (SCAPC);

- 3) Whether to permit flexible retirement for staff aged 55 or over who, with the agreement of the employer, reduce their working hours or grade;
- 4) Whether, as the 85 year rule does not (other than on flexible retirement) automatically apply to members who would otherwise be subject to it and who choose to voluntarily draw their benefits on or after age 55 and before age 60, to switch the 85-year rule back on for such members; and
- 5) Whether to waive any actuarial reductions.

A guide is available on our website at <http://www.buckscc.gov.uk/bcc/pensions/employers/employers.page> Under 'Useful websites'; scroll down the page to 'Discretions Policies' to find the latest version.

Please send a copy of your discretionary policy to [employers@buckscc.gov.uk](mailto:employers@buckscc.gov.uk) **by 30 June 2014 at the very latest**. Note that we won't process any quotations for employers until a discretionary policy has been provided.

Please email [employers@buckscc.gov.uk](mailto:employers@buckscc.gov.uk) if you have any queries.

### **Steve Lugg**

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