



LOCAL GOVERNMENT PENSION SCHEME EMPLOYERS DISCRETIONS POLICY

1 BACKGROUND AND OBJECTIVES

1.1 Under the rules of the Local Government Pension Scheme (LGPS) in which NSHousing has admitted body status, the Company is required to prepare a written statement of its policy in relation to the exercise of its functions under the following Benefit Regulations:

- Regulation 12 (power of employing authority to increase total membership of active members);
- Regulation 13 (power of employing authority to award additional pension);
- Regulation 18 (flexible retirement);
- Regulation 30 (choice of early payment of pension).

1.2 This document sets out NSHousing's policy to comply with the LGPS rules.

2 POLICY DETAIL

2.1 Regulation 12 – Augmentation of LGPS membership

NSHousing would not normally support a member's request to augment their LGPS entitlement through additional membership (formerly known as added years).

2.2 Regulation 13 – Awarding Additional Pension

NSHousing would not normally award an additional pension to any employee.

2.3 Regulation 18 – Flexible Retirement

An employee's application for flexible retirement will normally only be approved where there are no pension costs to the Company arising from the employee's flexible retirement.

2.4 Regulation 30 – Early payment of pension at the request of a member

NSHousing can approve the early release of pension benefits for former employees, who have left the Company before they were entitled to immediate payment of their pension benefits. Such payments will normally only be approved where there are no pension costs to the Company.

3 MONITORING, REVIEW AND CONSULTATION

3.1 The Resources Committee will monitor the implementation of this policy.

3.2 The Company's Executive Management Team has been consulted on this policy. Unison has also been consulted.

3.3 This policy will be reviewed every three years and added to or modified from time to time.

4 EQUALITY AND DIVERSITY

4.1 We will ensure that this policy is applied fairly to all our staff. We will not directly or indirectly discriminate against any person or group of people because of their race, religion, gender, marital status, age, sexual orientation, disability or other grounds set out in our Equality and Diversity Policy.

5 ASSOCIATED DOCUMENTS

5.1 None

6 VERSION CONTROL AND APPROVAL DATES

Version no.	Name and date
1	HG July 2009

Approval stage	Date completed
Tenant Panel/Unison approval	
Resources Committee approval	
Board approval	22.07.09
Review date	June 2012