

Crystal Facilities Management

Discretions Policy | Shropshire County Pension Fund

Effective Date: 1st April 2025



INVESTORS
IN PEOPLE



Registered in England & Wales. Reg No. **5645405**.
Registered Office - Lyra court, portal way,
North Acton, W36bj

Disclaimer

This policy confers no contractual rights and may be amended at any time without prior notice. Each case will be considered on its merits.

1. Granting Extra Annual Pension (Regulation 31 LGPS 2013)

Crystal Facilities Management will not normally grant extra annual pension of up to £8,903 to an active scheme member or, within 6 months of leaving, to a member dismissed by reason of redundancy or business efficiency. Exception: May be considered in exceptional circumstances where there is a clear financial or operational business case. Each case will be assessed individually.

2. Shared Cost Additional Pension Contributions (SCAPC)

Crystal Facilities Management will not normally contribute voluntarily towards the cost of purchasing extra pension via SCAPC. Exception: May be considered in cases of administrative error or exceptional business need, subject to approval.

3. Flexible Retirement (Regulation 30(6) LGPS 2013)

Crystal Facilities Management may agree to flexible retirement where it is in the company's financial or operational interests. Each case will require a reduction in hours or grade and will be subject to approval. Any waiver of actuarial reduction will only be granted in exceptional circumstances.

4. Waiving Actuarial Reduction on Early Retirement

Crystal Facilities Management will not normally waive actuarial reductions for early retirement. Exception: May be considered on compelling compassionate grounds or where there is a strong business case.

5. Applying the 85-Year Rule

Crystal Facilities Management will not normally apply the 85-year rule for voluntary retirements before age 60. Exception: May be considered where there is a clear financial or operational benefit.

Review:

This policy will be reviewed annually or sooner if required by legislative changes.