



# Crystal Facilities Management

Discretions Policy | Shropshire County Pension Fund

Effective Date: 1<sup>st</sup> 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.

