

**Bath & North East  
Somerset Council**



# A Short Guide to the LGPS

The Local Government Pension Scheme (LGPS)



# Highlights of the Local Government Pension Scheme (LGPS)

## The LGPS gives you:

### **Secure benefits –**

the scheme provides you with a future income, independent of share prices and stock market fluctuations.

### **At a low cost to you –**

with tax-efficient savings and lower National Insurance contributions for most people under **State pension age**.

### **And your employer pays in too –**

the scheme is provided by your employer who meets the balance of the cost of providing your benefits in the LGPS.

## You can look forward to your retirement with the LGPS with:

### **A secure pension –**

the benefits you get when you retire are based on the length of your membership in the scheme and your final year's pay. The pension you build up during your employment keeps pace with your pay rises. And after you retire, your pension keeps pace with cost of living increases.

### **Tax-free cash –**

you have the option to exchange part of your pension for some tax-free cash on your retirement.

### **Peace of mind –**

your family enjoys financial security, with immediate life cover and a pension for your husband, wife, civil partner or nominated co-habiting partner and eligible children in the event of your death and, if you ever become seriously ill, you could receive immediate ill health benefits.

### **Early retirement –**

you can choose to retire from age 60 and receive your benefits immediately, although they may be reduced for early payment. It's also possible to retire from age 55 and receive your benefits immediately, provided you have your employer's consent or you are made redundant or retired in the interests of business efficiency.

### **Flexible retirement –**

if you reduce your hours or move to a less senior position at or after age 55 you can, provided your employer agrees, draw some or all of the benefits you have built up, helping you ease into retirement, although your benefits may be reduced for early payment.

### **Options to pay extra –**

you can boost your pension by paying more contributions. You get tax relief on these, too.

# A Short Guide to the Local Government Pension Scheme (LGPS)

## The Scheme

This guide is a short description of the conditions of membership and main scheme benefits that apply if you pay into the LGPS on or after 1 April 2008.

### What kind of pension scheme is it?

The LGPS is a tax approved, defined benefit occupational pension scheme set up under the Superannuation Act 1972 and is contracted out of the State Second Pension scheme (S2P). The benefits under the LGPS are based on the length of your membership and your final year's pay. It is very secure because the benefits are set out in law. .

### Who can join?

The LGPS covers local government and other organisations that have chosen to participate in it. To be able to join the LGPS you need to have a contract of employment that's for at least 3 months and be under age 75 and if you are employed by a designating body, such as a town or parish council, or an admission body, you can only join if your employer nominates you for membership of the scheme. Police officers, operational firefighters and teachers are not allowed to join.

If you are eligible for membership of the Scheme, you will **automatically** become a member unless you are employed by an admission body<sup>1</sup> in which case you would have to opt to join. You will have the right not to join the Scheme.

### How do I ensure that I have become a member of the LGPS?

To secure your entitlement to the scheme benefits it is important that you complete and return the Pension Scheme Membership Form from the Pension Pack you are given by your employer when you start work. On receipt of your form, relevant records will be set up and an official notification of your membership of the LGPS will be sent to you. You should check your pay slip to make sure that pension contributions are being deducted.

### Can I opt-out and re-join the LGPS at a later date?

You can leave the LGPS at any time by giving your employer notice in writing, although you will only be entitled to a refund of contributions if you leave the scheme within 3 months of joining. If you opt-out, you can opt back into the scheme provided at that time you have a contract of employment that's for at least three months and you are under age 75. You may wish to obtain independent financial advice before you make a decision to opt-out of the LGPS.

### What do I pay?

Your contribution rate depends on how much you are paid but it's currently between 5.5% and 7.5% of your **pensionable pay**. The rate you pay depends on which pay band you fall into.

**If you work part-time, your rate will be based on the whole-time pay rate for your job, although you will only pay contributions on the pay you actually earn.**

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<sup>1</sup> An admission body is an employer that chooses to participate in the Scheme under an admission agreement. These tend to be employers such as charities and contractors.

The pay band ranges are increased each April in line with an index specified by the government. At the time of printing, the latest pay bands that apply are those for April 2011:

If your Whole-Time pay rate is:	You pay a contribution rate of:
Up to £12,900	5.5%
£12,901 to £15,100	5.8%
£15,101 to £19,400	5.9%
£19,401 to £32,400	6.5%
£32,401 to £43,300	6.8%
£43,301 to £81,100	7.2%
More than £81,100	7.5%

You can see the current pay bands with your employer or, in the electronic version of this guide in the Active Members section of the Avon Pension Fund website at [www.avonpensionfund.org.uk](http://www.avonpensionfund.org.uk)

### Do I get tax relief?

As a member of the LGPS, your contributions will attract tax relief at the time they are deducted from your **pay** and you will be contracted out of the State Second Pension scheme (S2P). There are restrictions on the amount of tax relief available on pension contributions. If the value of your pension savings increase in any one year by more than the annual allowance of £50,000 you may have to pay a tax charge. Most people will not be affected by the annual allowance.

Whilst you are a member of the LGPS you will, prior to **State Pension Age**, pay reduced National Insurance contributions.

### Does my employer contribute?

Your employer pays the balance of the cost of providing your benefits in the LGPS. Every three years an independent review is undertaken to calculate how much your employer should contribute to the scheme<sup>2</sup>.

### Can I pay more to increase my benefits?

You can pay extra to increase your retirement benefits and / or those of your dependents. You can do this either by paying **Additional Regular Contributions (ARCs)** to buy extra LGPS pension or by making payments to the scheme's **Additional Voluntary Contributions (AVCs)** arrangement, or by making payments to a personal pension, stakeholder pension or free-standing AVC scheme of your own choice. You may wish to take independent financial advice before you make a decision about paying extra.

### Can I transfer pension benefits into the LGPS?

Generally speaking, benefits that you have previously built up in the LGPS or in other pension arrangements can be transferred into the LGPS. An option to transfer must normally be made within twelve months of joining or such longer period as your employer allows. However, if you have benefits you have previously built up in the LGPS in England or Wales and you have not made an option within the normal twelve month time limit, you have a further opportunity to transfer them into your current LGPS membership provided you opt to do so by 1 October 2011.

### What if I'm already receiving an LGPS pension – will it be affected if I join again?

If you are re-employed in local government or by an employer who offers you membership of the LGPS you must tell the LGPS fund that pays your pension about your new position, regardless of whether you join the scheme in your new position or not. If you are in receipt of a LGPS ill health pension which is of the type that is stopped if you are in any gainful employment, your pension may be affected and you must inform the employer who awarded you that pension if you take up employment

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<sup>2</sup> Increases or decreases in the cost of providing the scheme may, in future, need to be shared between members and employers, in accordance with government guidance.

(whether in local government or elsewhere). In either case, a check will then be made to see whether the pension you are being paid should be reduced or stopped.

## Retirement

To be entitled to LGPS retirement benefits you have to have at least three months membership, or have transferred other pension rights into the LGPS, or already have a deferred benefit in the LGPS.

### When can I retire?

You can retire and receive your LGPS benefits in full once you have reached age 65. The scheme also makes provision for the early payment of your LGPS benefits.

### What are my LGPS retirement benefits?

When you retire, you will receive a pension and have the option to take part of your pension as a tax-free lump sum. If you joined the LGPS before 1 April 2008, your standard benefit package will include an automatic tax-free lump sum as described in 'The Benefits' section below.

### Can I retire before age 65?

You can elect to retire and receive your LGPS benefits from age 60 onwards. You may be able to voluntarily retire and receive your LGPS benefits from age 55 but only if your employer agrees. Employer's consent to draw benefits before age 60 is an employer discretion. Your employer must set out their policy on this in a published statement.

### Are there any penalties for retiring before 65 and drawing immediate benefits?

If you voluntarily retire before age 65 your LGPS benefits, initially calculated as set out in **The benefits** section below, will be reduced to take account of their early payment and the fact that your pension will be payable for longer. However, if you joined the LGPS before 1 October 2006 and would have at least 21 years scheme membership if you stayed in the scheme to age 65 you will:

- a) have some protection from the reduction in respect of benefits you build up in the scheme up to 31 March 2016 if you will be 60 by then, or
- b) in any other case, have some protection from the reduction in respect of any benefits you've built up in the scheme up to 31 March 2008. Also, if you will be 60 between 1 April 2016 and 31 March 2020, you may have some further protection on a sliding scale in respect of benefits you build up between 1 April 2008 and 31 March 2020 provided your combined age and scheme membership, both in whole years, would be 85 or more by 31 March 2020.

**If you voluntarily retire before age 65, or retire on or after age 65, you can defer drawing your benefits but you must draw them before age 75. If you draw your pension after age 65, your benefits will be paid at an increased rate to reflect late payment.**

### What if I lose my job through redundancy or business efficiency?

If you are aged 55 or over you will be entitled to the immediate unreduced payment of your LGPS benefits.

### What happens if I have to retire early due to ill health?

If you have to leave work at any age due to permanent ill health, which has to be certified by an independent occupational health physician appointed by your employer, the scheme provides a tiered ill health retirement package. This could give you benefits, paid straight away, and which could be increased if you are unlikely to be capable of gainful employment within 3 years of leaving.

### What if I want to have a gradual move into retirement?

This is known as **flexible retirement**. From age 55, if you reduce your hours or move to a less senior position, and provided your employer agrees, you can draw some or all of the pension benefits you have built up – helping you ease into retirement. If you take flexible retirement before age 65 your benefits may be reduced to take account of their early payment unless your employer agrees to waive

the reduction in whole or in part. You can continue paying into the LGPS on your reduced hours or in your new role, building up further benefits in the scheme. **Flexible retirement is at the discretion of your employer** and they must set out their policy on this in a published statement.

### What if I carry on working after age 65?

If you carry on working after age 65 you will continue to pay into the scheme, building up further benefits. We will pay your pension when you retire, or when you reach the eve of your 75th birthday, or if you take flexible retirement with your employer's consent, whichever occurs first. If you draw your pension after age 65 it will be paid at an increased rate to reflect the fact that it will be paid for a shorter time. Your pension has to be paid by your 75th birthday.

## The Benefits

### How much will my pension be?

Your pension is based on the length of your membership in the scheme and, normally, your final year's pensionable pay. If you are part-time, your scheme membership will count at its part-time length when working out your pension and your final year's pay is increased to what you would have received had you been full-time. For membership you build up after 31 March 2008 you receive an annual pension based on 1/60th of your final year's pensionable pay. **The examples below** show how benefits based on membership in the LGPS built up after 31 March 2008 are calculated.

### What pay is used to calculate retirement benefits?

Your retirement benefits will normally be calculated on your final year's pensionable pay. That is, the **pay** due in respect of your final year. If you are part-time, your final year's pay is increased to what you would have received had you been full-time. However, your benefits can be calculated on one of the two previous years' pay if better. Also, if your **pay** is reduced, or increases to your **pay** are restricted, in your last 10 years of continuous employment with your employer, you may have the option to have your benefits based on the average of any 3 consecutive years' pay in the last 13 years (ending on a 31 March), provided you opt to do so by writing to the pension fund no later than one month before leaving.

### Can I exchange part of my pension to take a cash lump sum?

You can exchange part of your annual pension for a one off tax-free cash payment. You will receive £12 lump sum for each £1 of pension given up. You can take up to 25% of the capital value of your pension benefits as a lump sum providing the total lump sum does not exceed £450,000 (figure for years 2011/12 to 2015/16) less the value of any other pension rights you have in payment. Details of the maximum tax-free cash payment you can take will be given to you shortly before your retirement. It is at that time you need to make a decision.

### Example of pension and lump sum option calculation for membership after 31 March 2008:

#### Full-time employee

On retirement at age 65, a scheme member has 20 years total membership and has final year's pay of £15,000.

Their **annual pension** is:  
 $20 \text{ years} \times \frac{1}{60} \times £15,000 = \text{£5,000}$

If they decide to give up £1,000 pension for a cash lump sum, then their **reduced annual pension** is: £5,000 less £1,000 = **£4,000**

And they will get a **tax-free lump sum** of:  
 $£1,000 \times 12 = \text{£12,000}$

#### Part-time employee

If the same employee had worked half-time (i.e. 20 years at half-time = 10)

Their **annual pension** would be:  
 $10 \text{ years} \times \frac{1}{60} \times £15,000 = \text{£2,500}$

If they decide to give up £500 pension for a cash lump sum, then their **reduced annual pension** is: £2,500 less £500 = **£2,000**

And they would get a **tax-free lump sum** of:  
 $£500 \times 12 = \text{£6,000}$

## If you joined the LGPS before 1 April 2008

Your benefits for membership before 1 April 2008 are calculated differently. For LGPS membership you have built up to 31 March 2008 you receive an annual pension based on 1/80th of your final year's pensionable pay and an automatic tax-free lump sum of three times your pension. Like the pension, the automatic lump sum is based on your LGPS membership before 1 April 2008 and your final year's pay. You can also exchange part of your pre April 2008 pension for extra lump sum as described earlier.

## Taking AVCs as cash

If you pay **Additional Voluntary Contributions (AVCs)** via the LGPS you may elect to take up to 100% of the accumulated fund in your AVC account as a tax-free lump sum if you draw it at the same time as your LGPS pension benefits **provided**, when added to the LGPS lump sum, it does not exceed 25% of the overall value of your LGPS benefits (including your AVC fund) and the total lump sum does not exceed the HMRC limit of £450,000 (figure for years 2011/12 to 2015/16) less the value of any other pension rights you have in payment. Details of this option will be given to you shortly before your retirement.

## Will my pension increase?

The LGPS provides statutory pension increases in accordance with an index specified by the government. This means that on retiring on or after age 55 your pension will be increased each year the relevant index is greater than zero. Ill health pensions are assessed for increases every year, regardless of age.

## Protection for your Family

### What benefits will be paid if I die?

	Death in Service	Death whilst on Pension	Death whilst Deferred
<b>Lump Sum Death Grant</b>	3 x actual pay received in final year.	the balance of 10 years of pension is paid as a lump sum.	5 years' pension will be paid.
<b>Widow's/ Widower's Pension</b>	1/160 <sup>th</sup> of your final year's pay times the total membership you would have built up in the LGPS to age 65. If you are part-time, membership to age 65 is calculated assuming you had remained part-time through to then. However, a nominated co-habiting partner's pension will be less than this if you have membership in the scheme before 6 April 1988, and you have not opted to pay additional contributions so that it counts towards a nominated co-habiting partner's pension.	1/160 <sup>th</sup> of your final year's pay times the total membership your pension is based on unless you marry after retirement in which case it could be less.	
<b>Civil Partner's Pension</b>		1/160 <sup>th</sup> of your final year's pay times the total membership your pension is based on.	
<b>Nominated co-habiting partner's Pension</b>		1/160 <sup>th</sup> of your final year's pay times your membership in the scheme from 6 April 1988, plus any of your membership before 6 April 1988 for which you have paid additional contributions so that it counts towards a nominated cohabiting partner's pension.	
<b>pensions for eligible children</b>	Yes	Yes	Yes

## Leavers without an immediate entitlement to benefits

### Refunds of Contributions

If you leave or opt out of the scheme with less than three months total membership, have not brought a transfer into the LGPS and do not already have a deferred benefit in the LGPS in England or Wales, you will normally be able to take a refund of your contributions. There will be a deduction for tax and the cost, if any, of buying you back into the State Second Pension scheme (S2P).

### Deferred benefits

If you leave before age 65 and your total membership is three months or more or you have transferred other pension rights into the LGPS, or you already have a deferred benefit in the LGPS in England or Wales, you will be entitled to deferred benefits within the LGPS. Your deferred LGPS benefits will be calculated as described in **The benefits** section using the length of your membership up to the date that you left the scheme. During the period your pension benefits are deferred they will be assessed for increases each year in accordance with an index specified by the government.

Unless you decide to transfer your deferred benefits to another pension scheme, they will normally be paid at age 65, but:

- they may be put into payment earlier, and in full if, because of ill health, you are permanently incapable of doing the job you were working in when you left the LGPS and you have a reduced likelihood of being capable of any gainful employment within 3 years of applying for the benefit or by age 65, whichever is the earlier; or
- you can, if you wish, elect to receive your deferred benefits early from age 60 onwards; or
- if your former employer agrees, you can elect to receive your deferred benefits from age 55. **You must have your former employer's consent to draw your benefits before age 60;** or
- you can, if you wish, elect not to draw your deferred benefits at age 65 and defer drawing them till some time later (although they must be paid by age 75).

Benefits paid early, other than on the grounds of permanent ill health, may be reduced to take account of their early payment and the fact that your pension will be paid for longer. Conversely, benefits paid after age 65 will be increased.

### What if I have two or more LGPS jobs?

If you have two or more jobs where you pay into the LGPS at the same time and you leave one (or more) but not all of them, you can choose to transfer your benefits to the job you are continuing in. The amount of membership you will be granted in the continuing job will be adjusted to reflect any difference in the whole-time rates of pay between the jobs.

### Transferring your benefits

If you leave the scheme at least one year before age 65 and you are entitled to deferred benefits or a refund you can generally transfer the cash equivalent of your pension benefits into a new employer's scheme (if they are willing and able to accept it), into a personal or stakeholder pension scheme, or into a 'buy-out' insurance policy. The method of valuing the cash equivalent of your pension rights complies with the requirements of the Pension Schemes Act 1993 and any value quoted is guaranteed for three months.

Alternatively, if you return to employment with an employer participating in the LGPS, then you may elect for the pension rights that you have built up to be added to your new period of membership in the scheme. Such an election must be made within twelve months of re-joining the scheme, or, if your new job is in the LGPS in England and Wales, by 1 October 2011 if this date is later, or such longer period as your employer allows.

**Keep in touch** - remember to let the pension fund know if you move house.

## Help with Pension Problems

### Who can help me if I have a query or complaint?

If you are in any doubt about your benefit entitlements, or have a problem or question about your LGPS membership or benefits, please contact the Avon Pension Fund. We will seek to clarify or put right any misunderstandings or inaccuracies as quickly and efficiently as possible. If your query is about your contribution rate, please contact your employer's personnel/HR or payroll section so they can explain how they have calculated your contribution rate.

**If you have a complaint about Avon Pension Fund**, or are dissatisfied with any decision made in relation to the scheme you have the right to have your case reviewed under the Disagreements Procedure and, as the scheme is well regulated, there are also a number of other regulatory bodies that may be able to assist you. The various procedures and bodies are listed below:

- **Disagreements Procedure**

In the first instance you should write to the person nominated by the body who made the decision about which you wish to appeal. You must do this within six months of the date of the notification of the decision or the act or omission about which you are complaining, or such longer period as the nominated person may allow. The nominated person will consider your complaint and notify you of his or her decision. If you are dissatisfied with that person's decision, (or their failure to make a decision), you may apply to the scheme's administering authority (Bath & North East Somerset Council) to have it reconsidered.

A leaflet explaining Disagreements Procedure including relevant time limits is available from the Avon Pension Fund.

- **The Pensions Advisory Service (TPAS)**

TPAS is available at any time to assist members and beneficiaries of the scheme in connection with any pensions query they may have or any difficulty which they cannot resolve with the scheme administrator. TPAS can be contacted at:

11 Belgrave Road  
London

SW1V 1RB

Telephone: 0845 601 2923

[www.pensionsadvisoryservice.org.uk](http://www.pensionsadvisoryservice.org.uk)

[enquiries@pensionsadvisoryservice.org.uk](mailto:enquiries@pensionsadvisoryservice.org.uk)

- **Pensions Ombudsman**

In cases where a complaint or dispute has not been satisfactorily resolved through the Disagreements Procedure or with the help of TPAS, an application can be made to the Pensions Ombudsman within three years of the event that gave rise to the complaint or dispute. The Ombudsman can investigate and determine any complaint or dispute involving maladministration of the scheme or matters of fact or law and his or her decision is final and binding (unless the case is taken to the appropriate court on a point of law). Matters where legal proceedings have already started cannot be investigated by the Pensions Ombudsman. The Pensions Ombudsman can be contacted at:

11 Belgrave Road  
London

SW1V 1RB

Telephone: 0207 834 9144

[www.pensions-ombudsman.org.uk](http://www.pensions-ombudsman.org.uk)

[enquiries@pensions-ombudsman.org.uk](mailto:enquiries@pensions-ombudsman.org.uk)

- **The Pensions Regulator**

This is the regulator of work based pension schemes. The Pensions Regulator has powers to protect members of work based pension schemes and a wide range of powers to help put matters right, where needed. In extreme cases, the regulator is able to fine trustees or employers, and remove trustees from a scheme. You can contact the Pensions Regulator at:

Napier House,  
Trafalgar Place,  
Brighton, BN1 4DW  
Telephone: 0870 6063636

[www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)  
[customersupport@thepensionsregulator.gov.uk](mailto:customersupport@thepensionsregulator.gov.uk)

### **How can I trace my pension rights?**

The Pension Tracing Service holds details of pension schemes, including the LGPS, together with relevant contact addresses. It provides a tracing service for ex-members of schemes with pension entitlements (and their dependants) who have lost touch with previous schemes. All occupational and personal pension schemes have to register if the pension scheme has current members contributing into their scheme or people expecting benefits from the scheme. If you need to use this tracing service please write to:

Pension Tracing Service,  
The Pension Service,  
Tyneview Park, Whitley Road  
Newcastle-upon-Tyne, NE98 1BA  
Telephone: 0845 6002 537

[www.thepensionservice.gov.uk](http://www.thepensionservice.gov.uk)  
email - via website online form

**Don't forget to keep your pension providers up-to-date with any address changes.**

### **Further information and disclaimer**

This short guide cannot cover every personal circumstance and does NOT cover rights that apply to a limited number of employees such as:

Those who exceed the HMRC limits for

- Maximum Lifetime Allowance (£1.8million)
  - Maximum Annual Allowance ( £255,000) (max. benefit increase in a tax year)
- (Figures are currently set for years 2010/11 through to 2015/16)

Those that:-

- protected rights apply
- have rights that are subject to a Pension Sharing Order following divorce or dissolution of a civil partnership

In the event of any dispute over your pension benefits the appropriate legislation will prevail.

**This short guide does not confer any contractual or statutory rights and is provided for information purposes only. Nothing in this short guide can override the provisions of the Local Government Pension Scheme Regulations.**

*July 2011*

## Some terms we use

### Additional Regular Contributions (ARCs)

These are extra payments to buy up to £5,000 of extra annual LGPS pension in blocks of £250.

### Additional Voluntary Contributions (AVCs)

These are extra payments to increase your future benefits. You can also pay AVCs to provide additional life cover.

All local government pension funds have an AVC arrangement in which you can invest money through an AVC provider, often an insurance company or building society. AVCs are deducted directly from your pay and attract tax relief.

### Eligible children

Eligible children are your children. They must, at the date of your death:

- be under 18 and be wholly or mainly dependent on you, or
- be aged 18 or over and under 23, be dependent on you, and be in full-time education or undertaking vocational training (although a dependant child who commences full-time education or vocational training after the date of your death may be treated as an eligible child up to age 23), or
- in some cases, a dependant child of any age who is disabled may be classed as an eligible child.

In all cases, the children must have been born before or within a year of your death.

### Pay

The pay on which you normally pay pension contributions is your normal salary or wages plus any shift allowance, bonuses, contractual overtime, maternity pay, paternity pay, adoption pay and any other taxable benefit specified in your contract as being pensionable.

You do not pay contributions on any non-contractual overtime, travelling or subsistence allowances, pay in lieu of notice, pay in lieu of loss of holidays, any payment as an inducement not to leave before the payment is made, any award of compensation (other than payment representing arrears of pay) made for the purpose of achieving equal pay, nor (apart from some historical cases) the monetary value of a car or pay received in lieu of a car.

### State pension age

This is the earliest age you can receive the state basic pension. State pension age is currently age 65 for men. State pension age for women is currently being increased to be equalised with that for men. The Government has announced that it will speed up the pace of State pension age equalisation for women, so that women's State pension age will reach 65 by November 2018.

### State pension age equalisation timetable for women

Date of Birth	New State Pension Age
Before 6 April 1950	60
6 April 1950 - 5 April 1951	In the range 60 - 61
6 April 1951 - 5 April 1952	In the range 61 - 62
6 April 1952 - 5 April 1953	In the range 62 - 63
6 April 1953 - 5 August 1953	In the range 63 - 64
6 August 1953 - 5 December 1953	In the range 64 - 65

The State pension age will then increase to 66 for both men and women from December 2018 to April 2020.

### Increase in State pension age from 65 to 66 for men and women

Date of Birth	New State Pension Age
6 December 1953 - 5 April 1954	In the range 65 - 66
After 5 April 1954	66

Under current legislation the State pension age is due to rise to 68 between 2034 and 2046.

### **Alternative Formats**

This document can be made available in a range of large print, Braille, on CD, electronic and accessible formats, to request an alternative version please contact the Avon Pension Fund using the details provided.

### **AVON PENSION FUND**

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BS31 1LA

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Email: [avon\\_pensions@bathnes.gov.uk](mailto:avon_pensions@bathnes.gov.uk)

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