

**LOCAL GOVERNMENT PENSION SCHEME
EMPLOYER DISCRETIONS
AVON FIRE AUTHORITY POLICY STATEMENT**
(with effect from 1 July 1998)

Note: The general policies below may be varied in exceptional circumstances

Discretion A

Regulation 15 - To reduce or waive employee contributions for those with 40 or more years LGPS membership service.

Fire Authority Policy

The Authority will waive employee pension contributions when the employee has achieved 40 years membership service of the LGPS and is unable to accrue additional pensionable service. Should the employee, however, continue in employment beyond age 60, contributions would be reinstated where further service would be accrued to a maximum of 45 years at age 65.

Discretion B

Regulation 31- Permitting early release of pension benefits of members who voluntarily leave between ages 50 and 59. Waiving the actuarial abatement of pension benefits where an employee does not satisfy the "Rule of 85" (see below).

Fire Authority Policy

Applications for early release of benefits from employees from age 50 to age 59 inclusive, will not generally be accepted. In exceptional circumstances, the Authority will consider cases where it can be demonstrated that release will be in the best interests of the Brigade or, where there are compassionate grounds for the early release of pension benefits.

In such cases where the early release of benefits is approved, actuarial abatement will be applied to the pension benefits if the sum of the employee's age and pensionable service is less than 85 years.

Discretion C

Regulation 52 - The ability to grant additional service to members leaving local government service at or after age 50.

Fire Authority Policy

The Authority will not make general use of this discretionary power but will, in future, consider a policy relating to redundancy and the use of the RIEELAF provisions.

Discretion D

Regulation 53 - The ability to grant additional service to members within six months of joining the scheme.

Fire Authority Policy

The Authority will not make general use of the discretionary power to augment an employee's service within six months of joining the scheme.

Discretion E

Regulation 67 - A shared cost additional voluntary contribution (SCAVC) arrangement

Fire Authority Policy

The Authority will not set up a Shared Cost Additional Voluntary Contribution Scheme in the foreseeable future.

Discretion F

Regulation 9 - Provision of widowers' pensions in respect of service between 1972 and 1988.

Fire Authority Policy

Service of female married members from 1 April 1972 to 5 April 1988 which is covered by an election will be treated as service to be used in determining the sum of a widower's pension. The Authority also agrees to accept late elections from any eligible female member. It will be assumed that such female employees will wish to elect unless they notify the Authority to the contrary.