



South Gloucestershire
North Somerset
Bath & N.E. Somerset

PARTNERSHIP IN LOCAL DEVELOPMENT

29 JUN 1998
RECEIVED

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26 June 1998

Dear Mr Worth

Employer Discretions

Herewith the policies of Community Action under the new employer discretions of the Local Government Pension Scheme, as agreed by the Chair of Community Action and the Chair of Finance & Management Committee on 25 June 1998.

Discretion A

Community Action should waive an employee's pension contributions when he/she has achieved 40 years local government membership of the local government pension scheme and is unable to accrue additional pensionable service, however should the employee continue in employment beyond the age of 60, contributions would be reinstated where further service could be accrued to a maximum of 45 years at age 65.

Discretion B

Applications for early release of benefits from employees between the ages of 50 to 59 inclusive will only be accepted in cases where it can be demonstrated as being in Community Action's best interests; or where there are compassionate grounds for the early release of pension benefits.

Other than applications on compassionate grounds (where the responsibility for agreement is delegated to the Chief Executive) then all applications will be considered by the Personnel Committee.

e-mail address: Mail@community-action.demon.co.uk

In such cases where the early release of pension 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

Community Action notes the new discretion to augment an employee's pension benefits on retirement but has no intention to make general use of this discretionary power but may wish to consider its use in exceptional cases in the future.

Discretion D

Community Action has no intention to make general use of the discretionary power to augment an employee's service within 6 months of joining the scheme but may wish to consider its use in exceptional cases in the future.

Discretion E

Community Action does not intend to set up a Shared Cost AVC scheme in the foreseeable future.

Discretion F

There are no employees affected by the regulation as no employee was in service and contributing to the scheme between 1972 and 1988.

Yours sincerely

Sue Gawler

Sue Gawler
Chair Community Action
and Board of Trustees Member

Jennifer Hughes

Jennifer Hughes
Chair, Finance & Management Committee
and Board of Trustees Member