

LEARNING PARTNERSHIP WEST  
INTERIM COMPANY POLICY RELATING TO EMPLOYER DISCRETIONS  
UNDER THE NEW LOCAL GOVERNMENT PENSION SCHEME  
REGULATIONS

Learning Partnership West has determined the following policies in relation employer discretions set out in the new LGPS Regulations. These are interim policies which will be reviewed after 12 months.

1. **Discretion A.** Regulation 15 - To reduce or waive employee contributions for those with 40 or more years membership.

Learning Partnership West will waive an employee's pension contributions when she/he has achieved 40 years 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 will be re-instated where further service could be accrued to a maximum of 45 years at age 65.

2. **Discretion B.** Regulation 31 - Permitting the early release of pension benefits of members who leave voluntarily between the ages of 50 and 59.

Applications for the early release of benefits from employees between the ages of 50 to 59 inclusive, will only be approved by Learning Partnership West where it can be demonstrated as being in the Company's best interests; or where there are compassionate grounds for the early release of pension benefits. All such applications will be considered by the Finance and Salaries Sub-Committee of the LPW Board of Directors.

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.

3. **Discretion C.** Regulation 52 - The ability to grant additional service to members leaving the Company's employment at or after the age of 50.

Learning Partnership West notes the new discretion to augment (increase) 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.

4. **Discretion D.** Regulation 53 - The ability to grant additional service to members within 6 months of joining the scheme.

Learning Partnership West has no intention to make general use of the discretionary power to augment (increase) an employee's service within 6 months of joining the scheme, but may wish to consider its use in exceptional cases in the future.

5. **Discretion E.** Regulation 67 - A shared cost Additional Voluntary Contribution (SCAVC) arrangement.

Learning Partnership West does not intend to set up a Shared Cost AVC Scheme in the foreseeable future.

6. **Discretion F.** Regulation 9 - Provision of widowers' pensions in respect of service between 1972 - 1988

For the purposes of Regulation 9, the service of married female 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 amount of a widower's pension. The Company 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 Company to the contrary.

7. **Discretion G.** Regulation 21 of Schedule 3 - To no longer withhold spouses' pensions on re-marriage or cohabitation.

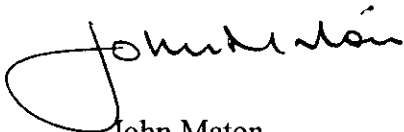
Learning Partnership West note that a resolution has been passed by the Administering Authority to no longer withhold spouses' pensions on re-marriage or cohabitation.

8. **Discretion H** Regulation 109 - Abatement of earnings for local government scheme pensioners re-employed in local government or related service.

The discretion and the response of the Administering Authority is noted and acknowledged by Learning Partnership West.

9. The Company has already determined its policy in relation to:

- i) Redundancy compensation benefits.
- ii) Retirement in the interests of the efficient exercise of Company functions.
- iii) Early payment of pension on compassionate grounds.



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