

PATCHWAY TOWN COUNCIL



Mrs. L.M. Hamid B.Sc.(Hons), Cert. L.C.A.
Clerk to the Council

Callicroft House,
Rodway Road,
Patchway,
Bristol BS34 5DQ

Your Ref:

Our Ref: PTC/12-3

Tel: 01454 - 868530
Fax: 01454 - 868534
8 October 1998

Mr. B.C. Tanner,
Pension Fund Manager,
Avon Pension Fund,
PO Box 9, Floor 3 South,
Riverside, Temple Stret,
Keynsham,
Bristol BS31 1FX

Dear Mr. Tanner,

Employer Discretions

I apologise for the delay in letting you know that this Council has agreed to accept the recommended policy with regard to the Discretionary Policies in the 1997 Regulations.

Yours sincerely,

Clerk to the Council

PTC/12-3

8 October 1998

To members of the Personnel Committee

Dear Councillor,

Employers' Discretions under new Local Government Pension Scheme Regulations

I have discovered that there is a recommended policy for members of the Pension Fund to follow with regard to Discretionary Policies. Clerks of other Councils I have contacted tell me that their Council adopted these recommendations, which are as follows:

Discretion A: To reduce or waive employee contributions for those with 40 or more years' local government membership

Recommendation:

That the Council should waive an employee's pension contributions when he/she has achieved 40 years local government membership of the LG 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: Permitting the early release of pension benefits of members who leave voluntarily between the ages of 50-59

Recommendation:

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

Other than applications on compassionate grounds, all applications will be considered by the Personnel Committee.

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: The ability to grant additional service to members leaving local government employment at or after age 50

Recommendation:

That the Council 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: The ability to grant additional service to members within 6 months of joining the Scheme

Recommendation:

That the Council 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: A shared cost additional voluntary contribution (SCAVC) arrangement

Recommendation:

That the Council does not intend to set up an SCAVC in the foreseeable future.

Discretion F: Provision of widower's pensions in respect of service between 1972-1988

This does not apply to Patchway Town Council. *(we were not a member of the scheme at this period) checked no previous*

Discretion G: To no longer withhold spouse's pensions on remarriage or cohabitation

This resolution has been passed by Bath & N.E. Somerset Council as the Administering Authority.

R
21/10/98

If members of the Personnel Committee agree with the Recommendations, these can be agreed by the Committee and endorsed as Council Policy at the November Council meeting.

Yours sincerely,

Clerk to the Council