

Paulton Parish Council

Avon Pension Fund administered by Bath & North East Somerset Council

Policy Statement for Paulton Parish Council - Employer Discretions under the Local Gov. Pension Scheme Regulations 1997

Regulation	Appendix	Discretion
31	2	<p>Employer Discretion Permitting the early release of benefits for those members who leave between the ages of 50-59 inclusive.</p> <p>Policy 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 interest; or where there are compassionate grounds for the early release of pension benefits. Applications on compassionate grounds to be decided by the Paulton Parish Council: personal ill health, personal permanent disability or permanent care of a dependant.</p>
52	3	<p>Employer Discretion The ability to grant additional service to members leaving local government employment at or after the age of 50.</p> <p>Policy Paulton Parish 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 where it is of benefit to the Paulton Parish Council.</p>
53	4	<p>Employer Discretion. The ability to grant additional service to members within 6 months of joining the scheme.</p> <p>Policy Paulton Parish 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.</p>

67 5 Employers Discretion
A Shared Cost Additional Voluntary Contribution (SCAVC) Arrangement
(Regulation 67, Appendix 5).

Policy

Paulton Parish Council intends from 1st July 1998t to pay 2% of salary as an employer's share of a Shared Cost Additional Voluntary Contribution arrangement after 15 years of continuous service to the Paulton Parish Council.

15 1 Employers Discretion
To reduce or waive an employee's contribution for those with 40 or more years local government membership.

Policy

Paulton Parish Council has no intention to reduce or waive employee's contributions when he/she has achieved 40 years local government membership of the local government pension scheme.

9 6 Employers Discretion
Provision of widowers' pension in respect of service between 1972 - 1988.

Policy

For the purpose of paragraph 9 of the regulations the service of married female members from 1st 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 widower's pension. The Paulton Parish Council 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 Paulton Parish Council to the contrary.

Paulton Parish Council wishes to note Appendices 7 and 8 as administering Authority Decisions.

Appendices 9 & 10 are noted for information only.

Details of Appendices 7, 8, 9 and 10 are available in The Council Office.