

**AVON PENSION FUND - EMPLOYER DISCRETIONS AS ADOPTED BY  
PORTISHEAD & NORTH WESTON TOWN COUNCIL 13TH MAY 1998 - MINUTE NO. 527**

<b>LGPS REGULATION</b>	<b>DISCRETION</b>	<b>ADOPTED POLICY OF PORTISHEAD &amp; NORTH WESTON TOWN COUNCIL</b>
15	Discretion A - To reduce or waive employee contributions for those with 40 or more years' local government membership.	The Council will 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 will be reinstated where further service can be accrued to a maximum of 45 years at age 65.
31	Discretion B - Permitting the early release of benefits for those members who leave between the ages of 50-59 inclusive.	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 the Council's best interests; or where there are compassionate grounds for the early release of pension benefits. All applications will be considered by the full Council. 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.
52	Discretion C - The ability to grant additional service to members leaving local government at or after the age of 50.	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.
53	Discretion D - The ability to grant additional service to members within 6 months of joining the Scheme.	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.
67	Discretion E - A shared cost additional voluntary contribution arrangement.	The Council does not intend to set up a Shared Cost AVC Scheme in the foreseeable future.
9 (Transitional Provisions)	Discretion F - Widowers' pensions in respect of service between 1 April 1972 and 5 April 1988 inclusive.	For the purposes of Paragraph 9 of the LGPS (Transitional Provisions) Regulations 1997 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 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 Council to the contrary.
21 (Transitional Provisions)	Discretion G - Administering Authority Discretion - To no longer withhold spouse's pensions on remarriage or cohabitation.	The Town Council note that a resolution to no longer withhold spouse's pensions has been passed by Bath & N.East Somerset Council as the Administering Authority.
109	Discretion H - Administering Authority Discretion - Abatement of earnings for local government pensioners re-employed in local government or a related service.	The modifications to the existing policy which are proposed by Bath and N East Somerset Council, as the Administering Authority, are both sensible and logical and that authority are advised that Portishead & North Weston Town Council has no objection to the policy proposed.