

**South Gloucestershire Council - Summary of proposed policies in respect of new employer's discretions under the LGPS
as approved by the Personnel Sub-Committee on 3rd February 1998**

Employer's Discretion	Recommended policy
A. To reduce or waive employee contributions for those with 40 or more years' membership.	That having regard to the small number of cases which are likely to arise and, in recognition of the long service which such employees must have, the Council decides to waive an employee's pension contributions when he/she has achieved 40 years membership of the local government pension scheme and is unable to accrue additional pensionable service.
B. To permit voluntary early retirement between the ages of 50 - 59 inclusive with immediate benefits.	<p>Applications for early retirement from employees between the ages of 50 to 59 inclusive will normally be accepted only in cases where it can be demonstrated as being in the Council's 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 jointly to the Directors of Corporate Resources and Finance, Property and IMS), all applications will be determined by the relevant Director in consultation with the Head of Personnel Services and the Personnel Spokespersons.</p> <p>Other than compassionate cases, 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.</p>
C. To grant augmented benefits on leaving local government employment.	The Council notes the new discretion to augment an employee's pension benefits on leaving local government employment but has no intention to make use of this power in the foreseeable future.
D. To augment an employee's benefits 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 pension benefits within 6 months of joining the scheme but may wish to consider its use in exceptional cases in the future.
E. To provide a shared cost additional voluntary contribution (SCAVC) arrangement	The Council does not intend to set up a Shared Cost AVC scheme in the foreseeable future.
F. To grant Widowers' pensions in respect of service between 1972 - 1988.	For the purposes of securing widower's pensions, the service of married women from 1st April 1972 to 5th April 1988 which is covered by an election will be treated as post 1988 service. Female employees who have not already done so, will be informed that they will be deemed to have made an election unless they notify the Council that they do not wish to.