

St Brendan's Sixth Form College



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Principal:
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Bath & North East Somerset Council
Pensions Section
PO Box 9, Floor 3 South
Riverside, Temple Street
Keynsham
Bristol BS31 1FX

RECEIVED
- 4 SEP 1998

3rd September 1998

Dear Mr Worth,

Re Widower's Pensions

Thank you for your recent facsimile dated 26/08/1998.

I am writing to confirm my telephone response to your enquiry. The Governors did meet as planned and have passed a resolution concerning the provision of widower's pensions in respect of service between 1973-1988; as follows:-

"For the purposes of the above, 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 College 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 College to the contrary."

Yours sincerely,

Kevin Moloney
Finance Officer



BATH & NORTH EAST SOMERSET



Avon Pension Fund
Administered by Bath & North East Somerset Council

LOCAL GOVERNMENT PENSION SCHEME REGULATIONS 1997

STATEMENT OF POLICY CONCERNING EXERCISE OF DISCRETIONARY FUNCTIONS

ORGANISATION SAINT BRENOAN'S SIXTH FORM COLLEGE
(Please Print)

Regulation 15 Employer's discretion to reduce member's contribution rate

If a member has at least 40 years total membership in local government employment an employer may grant the employee a contributions holiday or a reduction in contributions.

● **Details of Policy Concerning Resolution**

The College would 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 would be reinstated where further service could be accrued to a maximum of 45 years at age 65.

Date 4 Aug 1998
Certified by [Signature]
Designation Principal

When complete please return to:

Mr B C Tanner, Pension Fund Manager, Avon Pension Fund, PO Box 9, Riverside, Temple St., Keynsham, Bristol, BS31 8LF



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Regulation 31 Elections for early payment of benefits (Members leaving between the ages of 50 and 60)

An election by a member aged 50 or over but under 60 to receive early payment of benefits is not effective without the consent of the employer or former employer.

If the age and total membership of the member do not satisfy the 'Rule of 85, the benefits are subject to actuarial reduction.

An employer may determine on compassionate grounds that unreduced benefits should be paid.

Details of Policy Concerning Resolution

Any employee over the age of 50 and below the age of 60 may apply to the College in writing for the consent of the College to take an actuarially reduced pension.

The College will consider any requested received. The College will give due consideration to any reasons raised by the individual and will also take into account the best interests of the College at the time of the application. However, there may be circumstances when it will not be possible to give the consent either immediately or not at all.

Any member employee making an application for early access to their pension may apply to the College for their agreement not to reduce the pension actuarially on compassionate grounds.

Any such application should be made in writing and should contain a full statement as to any reasons which the applicant wishes the College to take into consideration. This may include matters relating to the health, personal circumstances, academic abilities, family reasons or any other matters.

The College will consider these matters, and if there are considered to be compassionate grounds, the College will then consider whether, in view of the existing financial situation of the College, and the current staffing needs, it is possible to offer any assistance.

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, except where agreement has been given on compassionate grounds not to reduce the pension actuarially.

Date 4 June 1998
Certified by *[Signature]*
Designation PRINCIPAL
.....

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Regulations 52 & 143 Increase of the total membership of a member leaving employment at or after the age of 50

An employer may resolve to increase the total membership of a member who leaves employment at or after reaching the age of 50.

A resolution may only be passed during the period of one month before the date of leaving or 6 months after that date.

If benefits have been awarded under the Local Government (Discretionary Payments) Regulations 1996 or ill health enhancement has been awarded membership cannot be increased under this Regulation.

An employer may resolve to convert a period of service credited under the Local Government (Discretionary Payments) Regulations 1996 to increased membership.

Details of Policy Concerning Resolution

An employee who wishes the College to consider augmentation of his or her pension should make any such application to the College in writing, including a statement of the reasons for the applications.

The College 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.

Date 4 June 1998
Certified by [Signature]
Designation Principal

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Regulation 53 Increase of the total membership of a new member

An employer may resolve to increase a new member's total membership, but such a resolution may only be passed within 6 months of the date he/she became a member.

Details of Policy Concerning Resolution

Any member employee under the age of 59 may apply in writing to the College to request a grant of an additional period of membership of the scheme. Such application must be submitted within 6 months of them commencing employment.

The College has no intention to make general use of the discretionary power to augment an employee's service but may wish to consider its use in exceptional cases in the future.

Date ... 4th June 1998 ...
Certified by ... *[Signature]* ...
Designation ... *Principal* ...

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Regulation 67 Establishment of shared cost AVC schemes

An employer may resolve to establish such an arrangement (SCAVC)

The resolution must specify who is and who is not eligible to participate in the SCAVC.

It must also specify whether the SCAVC may be used to provide death benefits.

The employer must also specify amount of the contributions which he will contribute to the SCAVC.

Details of Policy Concerning Resolution

The College does not intend to set up a Shared Cost AVC scheme in the foreseeable future.

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<http://www.stbrn.ac.uk>, email: info@stbrn.ac.uk

LOCAL GOVERNMENT PENSIONS PROCEDURE

The final decision on any of the matters set out above rests with the Governing Body of the College.

Applications should be made to the Principal who will give consideration to the matter, and prepare a report for the Governors' Employment Policy committee.


Peter G Bradshaw
4 June 1998