



University of the
West of England

STATEMENT OF POLICY FOR THE UNIVERSITY OF THE WEST OF ENGLAND, BRISTOL

THE LOCAL GOVERNMENT PENSION SCHEME REGULATIONS 1997 Discretionary Provisions for Employers

At their meeting on 29 June 1998 the Chairmans Co-ordinating Committee of the Board of Governors of The University determined the following policies in relation to the discretionary provisions for employers contained within the Local Government Pension Scheme Regulations 1997.

LGPS Regulation

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Employer Discretion

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

Policy

The University will not reduce or 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.

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Employer Discretion

To permit the early release of benefits for those members who leave between the ages of 50-59 inclusive.

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 University's best interests.

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.

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Employer Discretion

To permit the granting of additional service to members leaving service at or after the age of 50.

Policy

The University will not make general use of the discretionary power to augment an employee's pension benefits on retirement, but may wish to consider its use in exceptional circumstances.

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Employer Discretion

To permit the granting of additional service to members within 6 months of joining the Scheme.

Policy

The University will not 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

Employer Discretion

To permit the introduction of a shared cost additional voluntary contribution arrangement.

Policy

The University will not set up a Shared Cost AVC Scheme in the foreseeable future.

9
(Transitional
Provisions)

Employer Discretion

To incorporate for the purpose of Widowers' pensions service between 1 April 1972 and 5 April 1988 inclusive.

Policy

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 University 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 University to the contrary.