



WHITCHURCH PARISH COUNCIL

Your ref: TSY/AGW

Community Centre (Office),
Bristol Road,
Whitchurch,
Bristol BS14 0PT.

RECEIVED
8 - JUN 1998

Tel: (0275) 839873

5th June, 1998

Dear Mr. Worth,

RE: Discretions under the New LGPS Regulations

With reference to your letter dated 8th April, 1998, relating to the above, a Special Meeting was held with the Finance Committee on the 19th May, 1998, whereupon their recommendations were put to the full Council at their meeting on the 3rd June, 1998. Resolutions were subsequently passed on the recommendations, copies of which are enclosed for your retention.

Please do not hesitate to contact me should you require any further information.

Yours sincerely,

C. L. Broad,
Clerk to the Council.

For the attention of Mr. T. Worth,
Avon Pension Fund,
P.O. Box 9,
Floor 3 South,
Riverside,
Temple Street,
Keynsham
Bristol.
BS31 1FX



BATH & NORTH EAST SOMERSET



Avon Pension Fund
Administered by Bath & North East Somerset Council

LOCAL GOVERNMENT PENSION SCHEME REGULATIONS 1997

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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

Whilst it is unlikely that anyone will have attained 40 or more years service, and in recognition of same, for those who have

It is recommended that:

the Council should waive an employees'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.

Date3rd June, 1998

Certified by *A. J. Broad*

DesignationVice Chairman.....

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

It is recommended that:

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 Councils' best interests; or where there are compassionate grounds (which will be considered on an individual basis at the time) for the early release of pension benefits.

The full Council will consider those applications on compassionate grounds, and all other applications.

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.

Date3rd..June,..1998

Certified by *A. J. Broad*

DesignationVice..Chairman.....

When complete please return to:

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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

It is recommended that:

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.

Date ... 3rd June, ... 1998.

Certified by *A. Broad*

Designation Vice Chairman

When complete please return to:

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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

It is recommended that:

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.

Date ... 3rd June... 1998

Certified by *A J Broad*

Designation Vice Chairman

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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

It is recommended that:

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

Date 3rd. June, 1998

Certified by *A. J. Broad*

Designation Vice Chairman

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Regulation 9 Provision of widowers' pensions in respect of service between 1972 - 1988

As at 31st March, 1998 all elections made by eligible female members in respect of service between 1st April, 1972 and 5th April, 1988 for a widower's pension will be terminated. Employing authorities are required under Regulation 9 to pass resolutions treating the full period of the member's election as service to be used in determining the amount of a widower's pension.

Para 4 of Regulation 9 allows employing authorities to accept an election from a married woman, who has not previously elected, to provide a higher widowers pension in respect of her service between 1st April, 1972 and 5th April, 1988. UKSC policy is for employers to encourage such elections, which will secure widowers' pensions at no cost to the employee and would, according to the UKSC's and the Actuary to the Avon Pension Fund cost tge employers less than 0.1 per cent of their pensionable pay bill.

Employing authorities are required to pass a resolution before 1st November, 1998 to the effect that they will treat as post-1988 service all service from 1st April, 1972 to 5th April, 1988 which is the subject of an election.

Details of Policy Concerning Resolution.

It is recommended that:

for the purposes of Paragraph 9 of the above Regulations the service of married female members from 1st April, 1972 to 5th 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 members. It will be assumed that such female employees will wish to elect unless they notify the Council to the contrary.

DATE ...3rd. June, .1998.....

Certified by *A J Broad*.....

DesignationViceChairman.....



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Regulation 21 of Schedule 3 - To no longer withhold spouse's pensions on remarriage or cohabitation

COMMENTS NOTED.

Date ... 3rd June, 1998.

Certified by ... *A. J. Broad*

Designation ... Vice Chairman



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REGULATION 109 - Abatement of earnings for local government pensioners
re-employed in local government or related service.

COMMENTS NOTED.

Date ...3rd June, 1998

Certified by ...*A. J. Broad*.....

Designation ...Vice Chairman.....