



WEST OF ENGLAND

**Connexions West of England
Company Policy relating to Employers' Discretions
As an Admitted Body to the Avon Pension Fund
(Local Government Pension Scheme Regulations)**

Connexions West of England has determined the following policies in relation to employer discretions set out in the Local Government Pension Scheme Regulations.

Regulation 12

Power of the employing authority to increase total membership of active members)

Decision:

The Company has no intention of making use of this power in the foreseeable future.

Regulation 13

Power of the employing authority to award additional pension.

Decision:

The Company will not award additional pension other than in very exceptional circumstances.

Regulation 18

Flexible retirement.

Decision:

The Company's policy on flexible retirement is that an application will only be approved where there are no direct or indirect costs to the Company.

Regulation 30

Choice of early payment of pension.

Decision:

The early payment of pension benefits other than in redundancy situations and ill health retirements, will only be considered where it can be demonstrated as being in the Company's interests or where there are compassionate grounds for the early release of pension benefits.

As a general rule the Company will only agree to the early release of pension benefits on compassionate grounds if it can be demonstrated that the employee is unable to continue working or resume employment due to circumstances outside their control. Financial reasons alone will not normally be considered sufficient grounds for the early release of benefits.

J Maton
Human Resources Manager
Connexions West of England

3rd July 2008