



## Employer's Policy Statement

### EMPLOYER'S DISCRETIONS LOCAL GOVERNMENT PENSION SCHEME REGULATIONS (Administration) 2008 ["the 2008 Regulations"]

#### Introduction

The following policy sets out the approach of ISS Mediclean Limited (t/a ISS Caterhouse) ["the Company"], a participating employer in the Avon Pension Fund as an Admitted Body under an Administrative Body arrangement, to the application of discretionary powers arising from the provisions of the 2008 Regulations and pursuant to Regulation 66 of the Local Government Pension Scheme Regulations (Benefits, Membership and Contributions) 2007 ["the 2007 Regulations"].

#### Scope of Application

The policy applies to those employees of ISS Caterhouse, who are members of the Local Government Pension Scheme ["the Pension Scheme"] and who are employed by the Company in the performance of its service contract with the Bristol City Council for the provision of a schools' catering service.

#### The Policy

Set out below is the Company's policy in respect of the relevant provisions of the 2007 Regulations.

#### 1. Power of employer to increase total membership of an active member (Benefits Regulation 12)

This regulation allows an employer to resolve to increase the total membership of a member who is currently paying contributions to the Scheme. The member's increase in membership under this regulation (including additional membership in respect of different employments) must not exceed 10 years.

##### ***Policy of ISS Caterhouse***

*The Company has no intention to make general use of this discretion, but may choose to do so in the future at its absolute discretion and in exceptional circumstances.*

#### 2. Power of employing authority to award additional pension (Benefits Regulation 13)

This regulation allows an employer to resolve to award a member additional pension of not more than £5000 a year payable from the same date as his / her pension payable under any other provisions of the Benefit Regulations.



Additional pension may be awarded in addition to any increase of total membership resolved under Benefits Regulation 12.

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### **3. Flexible retirement (Benefits Regulation 18)**

A member who has attained the age of 55 and with his / her employer's consent, reduces the hours he / she works, or the grade in which he / she is employed, may make a request in writing to the Avon Pension Fund to receive all or part of his / her benefits under the Benefits Regulations. However, payment of the benefits cannot be made without the employer's consent.

If the benefits are reduced in accordance with guidance issued by the Government Actuary, the employer may agree to waive, in whole or in part, any such reduction.

The minimum retirement age is 55 for new scheme members from 1st April 2008 and 1st April 2010 for those who are members of the scheme on 31st March 2008. Therefore, from 1st April 2008 to 31st March 2010 the minimum retirement age will be 50 for those who are members of the scheme on 31st March 2008.

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### **4. Choice of early payment of pension (Benefits Regulation 30)**

When a member leaves an employment before he / she is entitled to the immediate payment of retirement benefits, once he / she has attained the age of 55 he / she may choose to receive payment of them immediately.

A choice made by a member aged less than 60 is ineffective without the consent of his / her employer or former employer.

If the benefits are reduced in accordance with guidance issued by the Government Actuary, the employer may agree to waive, in whole or in part, any such reduction.

The minimum retirement age is 55 for new scheme members from 1st April 2008 and 1st April 2010 for those who are members of the scheme on 31st March 2008. Therefore, from 1st April 2008 to 31st March 2010 the minimum retirement age will be 50 for those who are members of the scheme on 31st March 2008.

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