

Norton Radstock College has to publish the discretions it is required to formulate under the Local Government Pension Regulations 2007.

The College has adopted the following in response to the discretions required:

Regulation 12 (Power of employing authority to increase total membership of an active member)

Augmented membership would not normally be granted under Regulation 12 and such payments should only be granted on exceptional compassionate grounds.

Regulation 13 (Power of employing authority to award additional pension)

Additional pension benefits would not normally be granted under Regulation 13 and such payment should only be granted on exceptional compassionate grounds.

Regulation 18 (Flexible retirement)

The College's flexible retirement policy will allow consideration of members taking their accrued pension benefit under this regulation. However, such applications will only be approved where there is little or no cost to the College. The College will consider waiving some or all of the reduction on exceptional compassionate grounds or where it is in the business interests of the College to allow it.

Regulation 22 (Time limits for members to pay contributions following a period of absence)

The College will allow scheme members 60 days to make an election to pay optional contributions under this regulation.

Regulation 30 (Choice of early payment of pension)

The College will consider release of pension benefits for staff or ex staff before the age of 60. This will only be considered if there is little or no cost to the College. The College will consider waiving some or all of any actuarial reduction on exceptional compassionate grounds or where it is in the business interest of the College to do so.

Regulation 47 (Exclusion of rights to a return of contributions)

A scheme member who meets the normal criteria for a refund will not be entitled to receive such a refund if employment was left because of an offence of a fraudulent character or grave misconduct.

Regulations 72, 73, 74, 76 (Forfeiture of pension rights after conviction of employment-related offences)

There are provisions whereby, if a scheme member is convicted of and ceases employment as a result of an offence in connection with his/her employment which was gravely injurious to the State or liable to lead to a serious loss of confidence in the public service, the employer can apply to the Secretary of State for the issue of a forfeiture certificate. If a certificate is issued, the employer may direct that any of the person's rights be forfeited. The College reserves the right to exercise this discretion in wholly exceptional circumstances.

Regulation 83(8) (Inward transfer of pension rights)

The College will only allow transfer of previous pension rights if the member opts to do so within 12 months of joining the Local Government Pension Scheme.

The granting of any discretion that can be made under the discretions above will be taken by the College Principal/Chief Executive and notified to the College Governing Body.