

The University of Bath notes the new discretions and would only make use of them with regard to the following provisions:

[a] 1. Augmented membership would not normally be granted under regulation 12, and such payments should only be granted on exceptional compassionate grounds:

2. Additional pension benefits would not normally be granted under regulation 13, and such payments should only be granted on exceptional compassionate grounds:

3. The flexible retirement policy & procedure will be published and the University of Bath will allow individuals to take their accrued pension benefits under these regulations, however such applications will only be approved where there is no cost to the University, where the application is supported by the Head(s) of Dept; and approved by the Director of Human Resources and the Director of Finance:

4. Regulation 30 allows the University of Bath to grant the early release of pension benefits for former employees, who had left the University before they were entitled to immediate payment of their pension benefits. Such payments should only be granted on exceptional compassionate grounds:

[b] Any other discretionary policies the University of Bath currently had in place, which related to discretionary powers that were exactly duplicated in the new scheme, remain unchanged;

[c] That the discretionary provisions, as outlined above, be taken under delegated authority by the Director of Human Resources.