

CYNGOR SIR CEREDIGION COUNTY COUNCIL

PAY POLICY 2017/18

1. INTRODUCTION AND PURPOSE

1.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy statement sets out the Council's approach to Pay Policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011 which required English and Welsh Local Authorities to produce and publish a Pay Policy Statement for 2012/13 and for each financial year after that, detailing:

- a) The Authority's Policies towards all aspects and elements of the remuneration of Chief Officers
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
- c) The Authority's Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
- d) The relationship between the remuneration of its Chief Officers and other employees.

1.2 The Council is a large complex organisation with a multi-million pound budget. It has a very wide range of functions and provides and/or commissions a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, regional or Welsh level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.

1.3 Once approved by the full Council, as required by the legislation, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. LEGISLATIVE FRAMEWORK

2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the following:-

- a) Equality Act 2010;
- b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000;
- c) Agency Workers Regulations 2010; and, where relevant, the
- d) Transfer of Undertakings (Protection of Earnings) Regulations

2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council aims to ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the

use of an equality proofed Job Evaluation mechanism which directly relates salaries to the requirements, demands and responsibilities of the role.

3. SCOPE OF THE PAY POLICY

- 3.1 The Localism Act 2011 requires an Authority to develop and make public its Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining its Policy on the relationship between remuneration for Chief Officers and other groups (with the exception of School Teachers as the remuneration for this latter group is set by the Secretary of State and therefore not in Local Authority control).
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.

4. DEVELOPMENT OF PAY AND REWARD STRATEGY

- 4.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Authority can perform at its best. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within current resources. Pay Policy is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2 In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of Ceredigion. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.
- 4.4 In designing, developing and reviewing a Pay and Reward Strategy, the Council will seek to balance these factors appropriately to maximise outcomes for the Authority and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs. This Pay Policy will be reviewed on an annual basis and approved annually by the Full Council.

5. PAY STRUCTURE

- 5.1 The Council uses the NJC nationally negotiated pay spine as the basis for its grading structure with the exception that it has extended the maximum of the grade from spinal column point 49 to 55. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant. A nationally agreed two year pay increase was applied to Spinal Column points 7 to 55 as from 1st April 2016 and 1st April 2017. (See **Appendix A** for details). It has been approved by Council that with effect on 1st April 2015 those staff on Spinal Column point 7 would receive an additional amount to the equivalent of Spinal point 8 and from 1st April 2016 an additional amount to the equivalent of spinal column point 9 as a living wage supplement. This along with the pay award for April 2017 will ensure that all council staff are paid a minimum of £15,375 per annum /£7.9692 per hour irrespective of age.
- 5.2 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 5.3 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.
- 5.4 **Other employee benefits**

The Council believes that it has a responsibility to help support the health, wellbeing and welfare of its employees in order to ensure that they are able to perform at their best. As part of this approach and in common with other large employers the Council provides a small number of non-pay benefits such as eye test vouchers for users of display screen equipment at work, and childcare vouchers via a salary sacrifice scheme.

5.5 First Aid Allowances

Employees who are classified as a 'designated first-aider' are eligible to receive an allowance.

6. LOCAL GOVERNMENT PENSION SCHEME

- 6.1 All staff who are members of the Local Government Pension Scheme make individual contributions to the scheme in accordance with the following table:

Band	Whole-time equivalent range	Employee contribution Rate (%)	50/50 Section (%)
1	Up to £13,700	5.5%	2.75
2	£13,701 - £21,400	5.8%	2.90
3	£21,401 - £34,700	6.5%	3.25
4	£34,701 - £43,900	6.8%	3.40
5	£43,901 - £61,300	8.5%	4.25
6	£61,301 - £86,800	9.9%	4.95
7	£86,801 - £102,200	10.5%	5.25
8	£102,201 - £153,300	11.4%	5.70
9	£153,301 or more	12.5%	6.25

- 6.2 The Employer contribution rate is set by Actuaries advising the Dyfed Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded.

7. JOB EVALUATION

- 7.1 Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure and pay equity between jobs.

- 7.2 The Council achieved Single Status for all staff in terms of Pay & Grading and Terms & Conditions during the summer months of 2012.

8. MARKET SUPPLEMENTS

- 8.1 Job evaluation enables the Council to set appropriate remuneration levels based on internal job size relativities within the Council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.

- 8.2 The Council has a Market Supplement Policy to ensure that the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector. It will be part of the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn where no longer considered necessary.

9. HONORARIA

- 9.1 There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's Honorarium Policy.

10. RE-EMPLOYMENT

- 10.1 It is not the practice of the Council to re-engage Chief Officers who have retired from the Council's employment to undertake their former roles; neither is it the practice of the Council to engage on a permanent basis Chief Officers who have retired from the full-time employment of another Council.

11. PAY AND PERFORMANCE

- 11.1 The Council expects high levels of performance from all employees and has a Performance Review Scheme in place to monitor, evaluate and manage performance on an ongoing basis.

12. COLLABORATION PROJECTS

- 12.1 The Council supports wherever possible the sharing of resources with other authorities to secure the most effective, efficient and economic discharge of their respective functions.

13. CHIEF OFFICER REMUNERATION

13.1 DEFINITION OF CHIEF OFFICER

- 13.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below (details of the respective grading structures are included as **Appendix B**):

- a) Chief Executive (1 No.)
- b) Deputy Chief Executive (1 No.)
- b) Strategic Directors (3 No.)
- c) Heads of Service (9 No.)

Chief Officer grade posts have fallen from 27 in 2007 to 17 in 2013 to the current figure of 14, a fall of 48%.

- 13.1.2 The Council employs Chief Officers under the JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increase for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements

- 13.1.3 No bonus or performance related pay mechanism is applicable to Chief Officers' pay.

- 13.1.4 The Council has a number of posts within the Schools Service that are employed under NJC terms and conditions but are being paid on Soulbury grades, details of which are attached as **Appendix C**

13.2 RECRUITMENT OF CHIEF OFFICERS

- 13.2.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

13.3 ADDITIONS TO SALARY OF CHIEF OFFICERS

13.3.1 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC and other locally negotiated terms and conditions.

13.3.2 The cost of membership of one professional body is met by the Authority.

13.3.3 A contribution of £142.08 per annum towards the cost of a telephone landline / broadband rental.

13.3.4 The Council has a duty to appoint an Acting Returning Officer for specified elections and referendums. The Chief Executive has been appointed to this role in Ceredigion. An additional payment is made in recognition of extra responsibilities that are undertaken in relation to Local Election duties. The payment for undertaking Local Election duties is determined by the Council prior to each election. Returning Officer's fees for European elections, National elections and Referenda are determined and paid by either the UK or Welsh Government.

13.4 PAYMENTS ON TERMINATION

13.4.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 (see Appendix D). This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and an enhanced redundancy payment of up to 45 weeks' pay would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

13.4.2 Any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers authorised to approve such payments by the Constitution.

13.4.3 Full Council will be required to approve any severance packages in excess of the current threshold determined by Welsh Ministers at £100,000. Members will be advised of any contractual or statutory elements of the severance package, along with the consequences of withholding these from an employment law context.

13.4.4 The UK Government has signalled its intention to impose a statutory cap on exit payments in the public sector. The Authority will review its policy on payments made on termination of employment to ensure compliance with any regulations that may be introduced in 2017-2018 to implement the cap on exit payments.

14. PAY RELATIVITIES WITHIN THE AUTHORITY

- 14.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 1st April 2017, this is £15,375, per annum.
- 14.2 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out in this Policy Statement.
- 14.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median salary of the whole of the Authority's workforce.
- 14.4 The multiples of pay for Ceredigion County Council are as follows:
- The multiple between the lowest paid full time equivalent employee and the Chief Executive's maximum salary is **1:7.3**
 - The multiple between the lowest paid employee and the average of the Chief Officers' maximum salary is **1:5.3**
 - The multiple between the median full time equivalent earnings (excluding teachers) and the Chief Executive's maximum salary is **1:6.7**
 - The multiple between the median full time equivalent earnings (excluding teachers) and the average of the Chief Officers' maximum salary is **1:4.9**

(Please note that the above multiples have been calculated on basic Full Time Equivalent (FTE) salary only)

15. INDEPENDENT REMUNERATION PANEL

- 15.1 Section 143A of the Local Government (Wales) Measure 2011 refers to the Independent Remuneration Panel in Wales ("the IRP") and sets out their functions in relation to salaries of Heads of Paid Service. The IRP may make recommendations about any policy referred to in this Pay Policy Statement which relates to the salary of the Council's Head of Paid Service and any proposed change to the salary of the Council's Head of Paid Service. The Council, will, as required, consult the IRP in relation to any change to the salary of the Head of Paid Service which is not commensurate with a change of the salaries of the Council's other staff, and will have regard to any recommendation received from the IRP when deciding whether or not to proceed with making the change.
- 15.2 Section 39 of the Local Government (Wales) Act 2015 extended the duties of the Independent Remuneration Panel for Wales from 26 January 2016 to require that all local authority proposed chief officer changes in pay which are

not 'commensurate with a change to the salary of the authority's other staff' be submitted to the IRP for their recommendation before the change is made, and that the authority have regard to any recommendation received from the IRP when deciding whether or not to proceed with the change. The Council will abide by these provisions and all references to Council processes for determining any aspect of chief executive or chief officer pay should be read as including this stage, where the relevant change is not 'commensurate with a change to the salary of the authority's other staff'.

16. PUBLICATION

- 16.1 Upon approval by the full Council, this statement will be published on the Council's website.
- 16.2 The Council will comply with its requirement under the Accounts and Audit (Wales) (Amendment) Regulations 2010 to include in its Annual Statement of Accounts the required information in relation to those employees where the full time equivalent pay is at least £60,000 per annum.

17. ACCOUNTABILITY AND DECISION MAKING

- 17.1 In accordance with the Constitution of the Council, the Cabinet is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

18. PARTNERSHIP WITH TRADE UNIONS

- 18.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and/or allowances.

18. REVIEWING THE POLICY

- 18.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for citizens of Ceredigion. The Policy will be reviewed annually and reported to Council.

2017/18 PAY SCALES FOR NJC EMPLOYEES

Grade	Job Evaluation Score Band	Spinal Column Points / Increments	Increments		
			Minimum (FTE)	Mid (FTE)	Maximum (FTE)
1	0-259	9	£15,375		
2	0 – 260	9	£15,375	-	
3	295 – 329	10 – 11	£15,613	-	£15,807
4	330 – 364	12 – 13	£16,123	-	£16,491
5	365 – 399	14 – 16	£16,781	£17,072	£17,419
6	400 – 434	18 – 20	£18,070	£18,746	£19,430
7	345 – 469	22 – 24	£20,661	£21,268	£21,962
8	470 – 504	26 – 28	£23,398	£24,174	£24,964
9	505 – 539	30 – 32	£26,822	£27,668	£28,485
10	540 – 579	34 – 36	£30,153	£30,785	£31,601
11	580 – 619	38 – 40	£33,437	£34,538	£35,444
12	620 – 659	41 – 43	£36,379	£37,306	£38,237
13	660 – 699	45 – 47	£40,057	£41,025	£41,967
14	700 – 739	49 – 51	£43,821	£44,732	£45,630
15	740 -	53 - 55	£47,445	£48,349	£49,256

APPENDIX B

2017/18 CHIEF OFFICERS PAY SCALES

CHIEF EXECUTIVE PAY SCALE £99,229 to £110,257				
Point 1	Point 2	Point 3	Point 4	Point 5
£99,229	£101,987	£104,743	£107,499	£110,257
DEPUTY CHIEF EXECUTIVE PAY SCALE £91,117 to £100,011				
Point 1	Point 2	Point 3	Point 4	Point 5
£91,117	£93,341	£95,564	£97,788	£100,011
STRATEGIC DIRECTORS' PAY SCALES £86,779 to £95,249				
Point 1	Point 2	Point 3	Point 4	Point 5
£86,779	£88,896	£91,013	£93,131	£95,249
HEAD OF SERVICE PAY SCALES £64,360 to £70,640				
Point 1	Point 2	Point 3	Point 4	Point 5
£64,360	£65,930	£67,500	£69,071	£70,640

APPENDIX C

SOULBURY PAY SCALES – 2016/17

2015/16 EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPs)

<u>Spine Point</u>	Salary from 1.9.16	Salary from 1.9.17
1	33730	34067
2	34938	35287
3	36078	36439
4	37234	37606
5	38383	38767
6	39533	39928
7	40741	41148
8	41902*	42321*
9	43256	43689
10	44463	44908
11	45655	46112
12	46809	47277
13	48116**	48597**
14	49280	49773
15	50567	51073
16	51731	52248
17	52897	53426
18	54042	54582
19	55223	55775
20	55833***	56391***
21	57005	57575
22	58027	58607
23	59152	59744
24	60160	60762
25	61239	61851
26	62291	62914
27	63367	64001
28	64457	65102
29	65551	66207
30	66643	67309
31	67725	68402
32	68824	69512
33	69924	70623
34	71050	71761
35	72173	72895
36	73329	74062
37	74465	75210
38	75615	76371
39	76748	77515
40	77880	78659
41	79019	79809
42	80156	80958
43	81293	82106
44	82435	83259
45	83574	84410

46	84715	85562
47	85860	86719
48	86995****	87865****
49	88135****	89016****
50	89275****	90168****

Notes:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

* normal minimum point for EIP undertaking the full range of duties at this level

** normal minimum point for senior EIP undertaking the full range of duties at this level

*** normal minimum point for leading EIP undertaking the full range of duties at this level

**** extension to range to accommodate structured professional assessments.

2016/17 EDUCATIONAL PSYCHOLOGISTS - SCALE A

<u>Spine Point</u>	Salary from 1.9.16	Salary from 1.9.17
1	35,377	35,731
2	37173	37545
3	38969	39359
4	40764	41171
5	42558	42984
6	44353	44797
7	46044	46504
8	47734	48211
9	49317*	49810*
10	50902*	51411*
11	52380*	52903*

Notes:

Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

* Extension to scale to accommodate structured professional assessment points.

**2015/16 SENIOR AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS
(B) SALARY RANGE**

<u>Spine Point</u>	Salary from 1.9.16	Salary from 1.9.17
1	44353	44797
2	46044	46504
3	47734	48211*
4	49317	49810
5	50902	51411
6	52380	52903
7	52987	53516
8	54120	54661
9	55243	55795
10	56386	56950
11	57506	58081
12	58649	59235
13	59811	60409
14	60933	61543**
15	62110	62731**
16	63275	63908**
17	64448	65093**
18	65620	66276**

Notes:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.

* Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level

** Extension to range to accommodate discretionary scale points and structured professional assessments

2016/17 ASSISTANT EDUCATIONAL PSYCHOLOGISTS

<u>Spine Point</u>	Salary from 1.9.16	Salary from 1.9.17
1	27939	28218
2	29080	29371
3	30221	30523
4	31355	31669

2016/17 TRAINEE EDUCATIONAL PSYCHOLOGISTS

<u>Spine Point</u>	Salary from 1.9.16	Salary from 1.9.17
1	22728	22955
2	24393	24636
3	26054	26314
4	27718	27996
5	29381	29675
6	31044	31355



This policy is effective from 19th January 2015 and covers those aspects provided by current regulations (as outlined below) which are subject to Employer discretion requiring publication. These discretions are subject to change either in line with any changes in regulations or by due consideration by the Authority. These provisions do not confer any contractual rights.

Administering Authority discretions are available from the Pension Section of Carmarthenshire County Council, County Hall Carmarthen or the Pension Fund website at www.dyfedpensionfund.org.uk

Local Government Pension Scheme Regulations 2013

Discretion	Regulation	Policy
Whether, how much, and in what circumstances to contribute to a shared cost APC scheme.	16(2)(e)* & 16(4)(d)*	Not to apply this discretion
Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement).	30(6)*	Consider all applications taking into account all financial and service deliver issues
Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.	30(8)*	Consider all applications taking into account all financial and service deliver issues
Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age.	30(8)*	Consider all applications taking into account all financial and service deliver issues
Whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £6,500 p.a.).	31*	Not to apply this discretion

Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014

Discretion	Regulation	Policy
Whether to “switch on” the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	Schedule 2, paragraph 1(2) and 2(2)*	Consider all applications taking into account all financial and service delivery issues
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits from pre 1 April 2014 membership where the Employer has ‘switched on’ the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60.	Schedule 2, paragraph 2(3)*	Consider all applications taking into account all financial and service delivery issues

Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007

Discretion	Regulation	Policy
Whether, for a member leaving on the grounds of redundancy or business efficiency on or before 31st March 2014, to augment membership (by up to 10 years). The resolution to do so would have to be made within 6 months of the date of leaving. Hence this discretion is spent entirely after 30th September 2014.	12*	Not to apply this discretion
Whether to grant application for early payment of deferred benefits on or after age 55 and before age 60.	30(2)*	Consider all applications taking into account all financial and service delivery issues
Whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under Regulation 30.	30(5)*	Consider all applications taking into account all financial and service delivery issues

Whether to grant an application for early payment of a suspended tier 3 ill health pension on or after age 55 and before age 60.	30A(3)*	Consider all applications taking into account all financial and service delivery issues
Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under Regulation 30A.	30A(5)*	Consider all applications taking into account all financial and service delivery issues

Local Government Pension Scheme Regulations 1997 (as amended)

Discretion	Regulation	Policy
Grant application from a post 31.3.98. / pre 1.4.08. leaver or from a councillor for early payment of benefits on or after age 50/55 and before age 60.	31(2)*	Consider all applications taking into account all financial and service delivery issues
Waive, on compassionate grounds, the actuarial reduction applied to benefits paid early for a post 31.3.98. / pre 1.4.08. leaver or a councillor leaver.	31(5)*	Consider all applications taking into account all financial and service delivery issues
Councillor optants out and pre 1.4.08. employee optants out only to get benefits paid from NRD if employer agrees.	31(7A)*	Consider all applications taking into account all financial and service delivery issues

Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended)

Under Regulation 7 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

Discretion	Regulation	Policy
To base redundancy/severance payments on an actual weeks pay where this exceeds the statutory weeks' pay limit.	5	To pay redundancy/severance/compensation based on actual pay
To award lump sum compensation of up to 104 weeks' pay in cases of redundancy/severance, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	<p>Redundancy Release of pension benefits where age 55 attained at date of termination with statutory redundancy weeks uplifted by a factor of 1.5 (i.e. a maximum of 45 weeks). Such compensation to include statutory redundancy pay values. By election, individuals would be able to convert the difference between statutory redundancy and actual compensation awarded to purchase additional pension via GAD provided factors.</p> <p>Efficiency Termination Release of pension benefits only where age 55 attained by date of termination.</p> <p>Severance Where there is a mutual agreement for the release of an individual under the Council's Severance Scheme the Authority will use its discretion under Regulation 5 to give compensation payments based on actual salary. The discretionary severance payments will be based on the statutory redundancy ready reckoner with the number of week's entitlement based on age and Service, with a multiplier to be applied of 1.5, and limited to a maximum of 45 weeks. The voluntary severance payment is inclusive of the statutory redundancy payment. Where an individual has reached</p>

		aged 55 they will also receive release of unreduced pension benefits built up to the date of termination. 2 years continuous qualifying service is required to access these compensation arrangements.
To award compensatory added years to a person aged 50 or over with 5 or more years membership (or notional membership) of the LGPS in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment which occurred after 30th September 2006 and before 1st April 2007 (but only if employment had commenced pre 1st October 2006)	11(2)	Not to apply this discretion