

# HUNTINGDONSHIRE REGIONAL COLLEGE

## DISCRETIONARY POWERS UNDER THE LOCAL GOVERNMENT PENSION SCHEME REGULATIONS 1997

### 1. Introduction

The following statements set out the policy of the Huntingdonshire Regional College regarding the exercise of its discretion under regulation 31 and matters in Part III of the local Government Pension Scheme Regulations 1997. This policy was made on 25 March 1998.

### 2. Regulation 31

- 2.1 Any employee over the age of 50 and below the age of 60 may apply to the College in writing for the consent of the College to take an actuarially reduced pension.

Whilst the College will give all consideration to any such request received, there may be circumstances when it will not be possible to give the consent either immediately or at all. The College will give due consideration to any reasons raised by the individual and will also take into account the needs of the College at the time of the application.

- 2.2 Any member employee making an application for early access to their pension, may apply to the College for their agreement not to reduce the pension actuarially on compassionate grounds.

Any such application should be made in writing and should contain a full statement as to the reasons which the applicant wishes the College to take into consideration. This may include matters relating to the health, personal circumstances, academic abilities, family reasons or any other matters.

The College will consider these matters, and if there are considered to be compassionate grounds, the College will then consider whether, in view of the existing financial situation of the College, and the current staffing needs, it is possible to offer any assistance.

### 3. Regulation 52

- 3.1 An employee who wishes the College to consider augmentation of his or her pension should make any such application to the College in writing, including a statement of the reasons for the applications.

Augmentation of pensions is expensive, and will generally only be of benefit to the individual involved. It is therefore, unlikely that the College will be able to agree to augmentation.

However, there may be circumstances when this will be an appropriate incentive, for example in the retention or the recruitment of specialist staff, and therefore, all applications will be considered on their merits.

#### **4. Regulation 53**

- 4.1 Any member employee under the age of 59 may apply in writing to the College to request a grant of an additional period of membership of the scheme. Such application must be submitted within 6 months of them commencing employment.

In view of the expense of granting additional years and given such a grant would not be of general benefit to the College, it is unlikely that such applications will be agreed.

However, the College recognises that there may be particular circumstances where a grant of extra years may be an appropriate incentive to the recruitment of scarce staff, or may be suitable compensation to a member who is losing pension rights elsewhere as a result of taking up employment within the College.

Therefore, all applications will be considered on their merits.

#### **5. Procedures**

- 5.1 The final decision on any of the matters set out above rests with the Corporation.

Applications should be made to the Principal who will consider the matter, and prepare a report for the Finance and General Purposes Committee.