

LOCAL GOVERNMENT PENSION SCHEME DISCRETIONARY POWERS UNDER THE LGPS REGULATIONS 2014

<p>1. The power to grant lump sum compensation of up to 104 weeks.</p>	<p>The Council has the discretion to pay up to a maximum of 104 week's pay to eligible employees. Decisions on eligibility for voluntary redundancy and access to enhanced redundancy payments and / or retirement benefits and severance on grounds of efficiency of the service need to be based on criteria which properly reflect the interests of the Council balanced with the interests and aspirations of staff who may wish to leave. These payments are inclusive of any payments allowed under the statutory redundancy provisions.</p>	
<p>BRIDGEND</p> <p>The guidance for the utilisation of the scheme (and specific scheme criteria) is set out in Bridgend's Early Retirement and Redundancy Policy as attached at Appendix C</p>	<p><u>Criteria</u></p> <p><u>Scheme B: Early Retirement in the interests of the efficiency of the service:</u></p> <p><u>Scheme C: Early Retirement in the interests of the efficiency of the service with redundancy:</u></p> <p><u>Scheme D: Redundancy (Voluntary or Involuntary):</u></p>	<p><u>Provisions</u></p> <p>An award, in exceptional circumstances of a compensatory lump sum payment based upon actual wage and a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 week's pay</p> <p>An award of a compensatory lump sum payment up to 66 weeks based upon a statutory redundancy payment (average weekly wage up to a maximum of 30 week' s pay) plus a compensatory lump sum payment based upon a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 weeks</p> <p>An award of a compensatory payment in addition to statutory redundancy pay up to a maximum of 85 weeks in total – based upon a statutory redundancy payment (average weekly wage up to a maximum of 30 week's pay) plus a compensatory lump sum payment based upon multiplication factor of 1.83 applied to the formula for statutory redundancy pay up to a maximum of 55 week (or as per the provisions in Scheme C where the employee is 55 or over but has opted out of the LGPS in the one year period prior to termination</p>

<p>CARDIFF</p> <p>The guidance for the utilisation of the scheme is set out in Cardiff's Early Retirement and Redundancy Policy as attached at Appendix D. The change from 66 weeks to 45 weeks was approved by Cardiff Cabinet in December 2014.</p>	<p><u>Criteria</u></p> <p><u>Redundancy/Interests of the Efficiency</u></p>	<p><u>Provisions</u></p> <p>To award the number of weeks based on the statutory redundancy formula multiplied by a factor of 1.5, subject to a maximum of 45 weeks payable (formerly 66 weeks)</p> <p>The statutory redundancy table applies for temporary employees with between 2 and 4 years service</p>
<p>VALE OF GLAMORGAN</p> <p>The guidance for the utilisation of the scheme is set out in the Vale of Glamorgan's Scheme for Early Retirement / Redundancy</p>	<p><u>Criteria</u></p> <p><u>Scheme C: Early Retirement/Termination in the interests of the Efficiency of the Service</u></p> <p><u>Scheme D: Early Retirement on the grounds of Redundancy and Scheme E - Redundancy</u></p>	<p><u>Provisions</u></p> <p>In respect of efficiency, to award the number of weeks payable in accordance with the statutory redundancy table with the application of a factor of 1.0. – i.e. maximum 30 weeks with cap of £20,000.</p> <p>In respect of redundancy, to award the number of weeks payable in accordance with the statutory redundancy table with the application of a factor of 1.7. – i.e. maximum 49.5 weeks with cap of £30,000.</p> <p>In determining lump sum severance payments each case is considered on its own merits taking account of :-</p> <ul style="list-style-type: none"> <input type="checkbox"/> Operational service issues; <input type="checkbox"/> The financial viability of the case; <input type="checkbox"/> Whether redeployment is an alternative

2. The power to increase a statutory redundancy payment	The Council has the discretion to increase the statutory redundancy payment by applying up to an actual weeks pay instead of restricting to current statutory maximum.
BRIDGEND	As set out in in previous table (see 1 above)
CARDIFF	Redundancy payments are based on actual week's pay up to a maximum of £464 per week (as at 1 st April 2014) or actual pay whichever is the lesser. The maximum figure to be reviewed in line with the statutory limit on a week's pay for calculating redundancy payments
VALE OF GLAMORGAN	Redundancy payments to be based on actual week's pay. A ceiling of £30,000 to be applied to redundancy payments