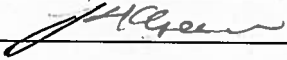


Haringey Council

Report for:	Corporate Committee	Item Number:	
Title:	Local Government Pension Scheme - Employer Discretions		
Report Authorised by:	Jacque McGeachie - Interim Head of Human Resources and Organisational Development 		
Lead Officer:	Janet Richards Pensions Manager		
Ward(s) affected: None	Report for Key/Non Key Decisions: Non Key Decision		

1. Describe the issue under consideration

The Local Government Pension Scheme Regulations 2013 ("LGPS 2013") and The Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2013 ("Transitional Regulations") comes into effect on 1st April 2014. There are some discretionary elements which the Council as the Employing Body can exercise. Regulation 60 (as amended by the Transitional Regulations) requires the London Borough of Haringey to prepare, approve, publish and keep under review changes to the Council's Policy Statement on the exercise of its employer discretions

2. Cabinet Member introduction

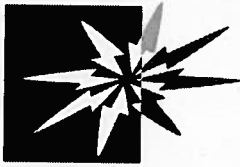
Not applicable

3. Recommendations

That the corporate committee approves the changes to the Councils Policy Statement set out in paragraph [6] on the exercise of its pension discretions

4. Alternative options considered

n/a



5. Background information

The LGPS 2013 and the Transitional Regulations come into effect on 1st April 2014. Although the Local Government Pension Scheme is a national scheme there are some discretionary elements. The new regulation introduces or amends a number of discretions which the Council as the Employing Body can exercise. Under regulation 60 the London Borough of Haringey is required to prepare and publish its policies under the following regulations. These policy discretions are, where appropriate as close to the previous discretions as possible and have been the subject of consultation with trades unions.

This review will not lead to a serious loss of confidence in the public service

The current policy statement is attached as appendix A. Appendix B gives a summary of the changes.

6. New and Revised Policies

The current policy statement will remain saved were revised and added to as set out below:

Policy Decisions

Regulation 16(2)e

Voluntary funding of additional pension contributions via Shared Cost Additional Pension Contributions (by regular ongoing contribution)

Policy decision

The council's policy is not to fund additional pension via shared cost APC

Regulation 16(4) d

Voluntary funding of additional pension contributions via Shared Cost Additional Pension Contributions (by one off lump sum)

Policy decision

The council's policy is not to fund additional pension contributions via Shared Cost Additional Pension Contributions

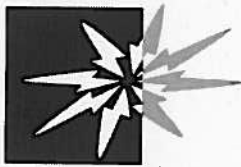
Regulation 30(5) as amended

Switching on the 85 year rule for members voluntarily drawing benefits on or after age 55 and before age 60

Policy decision

Although the term compassionate grounds is not defined in the regulations, the Council's policy is to apply the following definition:-

'Compassionate Grounds means that the scheme member is required to look after a sick dependant relative on a whole time basis, is therefore unable to take up gainful employment, and in consequence is suffering financial hardship.'



Haringey Council

In addition, the Council will satisfy itself that the sick dependant relative has a permanent long-term condition with a reasonable life expectancy having regard to his/her age.

Each case will be considered on its merits and will be subject to approval by the Chief Financial Officer acting under delegated powers.

Regulation 30(6)

Flexible retirement

Policy decision

The Council will consider applications for Flexible Retirement from scheme members age 55 and over. Flexible Retirement is linked to the Council's existing policies on Flexible Working and extending employment beyond age 65 or state pension age if later. It provides opportunities for re-skilling and redeploying older workers across the workforce as well as retaining skills and experience as part of a transition towards retirement.

Flexible Retirement allows scheme members age 55 and over to apply to transfer to a lower graded post or to reduce hours of employment and at the same time access their retirement benefits. Both the transfer to a lower graded post or reduction in hours of work and the early release of retirement benefits is an employer discretion. As a minimum requirement, a member's pay must reduce by at least four spinal points or the equivalent in reduced hours.

In considering Flexible Retirement both the needs of the member and the Service must be taken into account. Initial approval rests with the Service Chief Officer e.g. Assistant Director or equivalent with final approval by the Head of Human Resources.

The early release of benefits before age 65 or state pension age if later has the potential to incur an actuarial reduction in benefits. The Council's Section 151 Officer has delegated authority to waive any actuarial reduction, but only in exceptional circumstances that benefit the business and operational needs of the service. The cost to the Fund will be met from the Service budget.

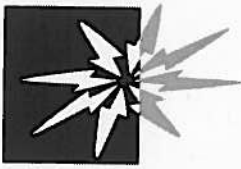
Acceptance of Flexible Retirement debars the member from changing their job to a post offering higher pay within the Council or from returning to employment on higher pay with the Council for a period of not less than three years.

The procedure and criteria for approving Flexible Retirement applications is available on Harinet.

Regulation 30(8)

Waiving of actuarial reductions

Policy Decision:



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The Council's policy is only to consider waiving an actuarial reduction by applying 'in the interest of efficiency of the service' policy in exceptional circumstances where switching on the 85 year rule would leave someone in financial hardship

Each case will be considered on its merits and will be subject to approval by the Chief Financial Officer acting under delegated powers.

Any Capital Cost arising will be met from Service/Business Unit budgets and will be paid into the Fund within a three month period.

First and second tier Officers will require Member approval.

Regulation 31

Awarding additional pension (via an Additional Pension) at whole cost to the employer

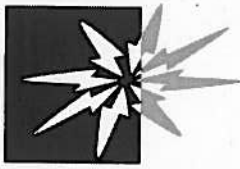
The council's policy is not to fund additional pension (via an Additional Pension) at whole cost to the employer

7. Comments of the Chief Finance Officer and financial implications

The Chief Finance Officer has been consulted over the contents of the report and has no additional comments to make.

8. Head of Legal Services and legal implications

- 8.1 Regulation 60 of the LGPS 2013 places certain obligations on the Council both as a Scheme Employer and as Administering Authority for the LGPS.
- 8.2 The regulation has been amended by Regulation 18 of the Transitional Regulations which makes transitional provisions relating to the so-called "85 year rule". Schedule 2 paragraph 2 applies where a member makes a request to receive immediate payment of retirement benefits under Regulation 30(5) of the LGPS 2013. In this situation Scheme Employer or where the employer has ceased to be a Scheme Employer, the Administering Authority, may on compassionate grounds waive the reductions referred to in paragraphs 2(a) or (b) of Schedule 2.
- 8.2 Under Regulation 60 (as amended) a Scheme Employer must prepare a written statement of its policy in relation to the exercise of its functions under Regulations:
 - 16(2)(e) and 16(4)(d) (funding of additional pension);
 - 30(6) (flexible retirement);
 - 30(8) (waiving of actuarial reduction);
 - 31 (award of additional pension); and



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- 30(5) (retirement benefits: early retirement) (as amended)

- 8.3 The obligation on the Administering Authority is to prepare a statement in relation to the exercise of its functions under Regulation 30(8) in cases where a former employer has ceased to be a Scheme Employer.
- 8.4 The Scheme Employer must send a copy of its statement to the Administering Authority before 1 July 2014 and must publish its statement.
- 8.5 A body required to publish a statement must keep it under review and make such revision as is appropriate following a change in its policy. A Scheme Employer must then send a copy of the revised statement to the Administering Authority and publish it within one month of revision.
- 8.6 In preparing, reviewing or revising the statement that body must have regard to the extent to which the exercise of its function above in 8.2 in accordance with its policy could lead to a serious loss of confidence in the public service.

9. Equalities and Community Cohesion Comments

N/A

10. Head of Procurement Comments

N/A

11. Policy Implication

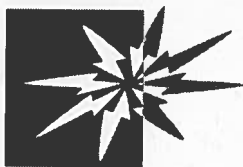
N/A

12 Reasons for Decision

The Council is obliged under the Local Government Pension Scheme Regulations 2013 to prepare, approve, publish and keep under review changes to the Council's Policy Statement on the exercise of its employer discretions

13 Use of Appendices

14 Local Government (Access to Information) Act 1985



Appendix A

POLICY STATEMENT ON THE USE OF ITS DISCRETIONARY POWERS:

This Policy Statement sets out the Council's use of its discretionary powers under the Local Government Pension Scheme Regulations¹ and Local Government Pension Scheme Compensation Regulations.

The document can be viewed on the Harinet Pensions Page (click Personnel and follow the links) and the Haringey Pensions Web Page (www.haringey.gov.uk/pensionfund)

The current policy was reviewed and updated by Corporate Committee on 20th January 2013

This policy statement only applies to scheme members employed by Haringey Council. Scheme members not employed by the Council must refer to the Policy Statement issued by their employing body.

Councillor Members should refer to Part 2

Part 1.A Pensions Discretions	
Employee Members	
1.	<u>Choice of early payment of pension (Regulation 30)</u>
	<p>This applies to members who cease employment after age 55 and before age 60 who elect for early payment of their retirement benefits.</p> <p>The Council's policy is to allow early payment of benefits as provided by Regulation 30 where there is a clear financial or operational advantage to the Council in doing so.</p> <p>The Council will consider waiving any actuarial reduction on 'compassionate grounds' as defined in Paragraph 5 of the Policy Statement below.</p> <p>Each case will be considered on its merits and will be subject to approval by the Section 151 Officer acting under delegated powers.</p> <p>Any Capital Cost arising will be met from Service / Business Unit budgets and will be paid into the Fund within a three month period.</p>

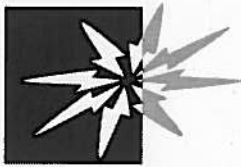
¹ The main scheme regulations referred to are :-

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

The Local Government Pension Scheme (Administration) Regulations 2008 (as amended)

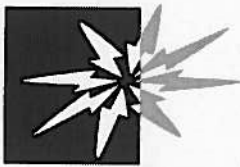
The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (as amended)

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



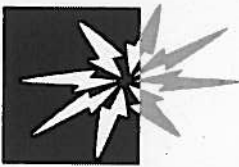
Haringey Council

	First and second tier Officers will require Member approval.
2.	<p><u>Early Retirement on Redundancy and Business Efficiency (Reg 19)</u></p> <p>Members age 55 and over who are retired on redundancy or efficiency grounds have entitlement to immediate payment of unreduced benefits.</p> <p>Any Capital Cost arising from an early retirement on redundancy or business efficiency will be met from Service/Business Unit budgets and must be paid into the Fund within a three month period.</p> <p>Each case will be considered on its merits and will be subject to approval by the Section 151 Officer acting under delegated powers.</p> <p>First and second tier Officers will require Member approval</p>
3.	<p><u>Early payment of Deferred Benefits (Regulations 30 : 30A)</u></p> <p>A member who left with entitlement to Deferred Benefits or whose Tier 3 Ill Health Retirement Pension was suspended under Regulation 20(9)) can elect from age 55 to have the benefits put into payment early. An election made before age 60 requires employer consent.</p> <p>Benefits claimed before age 65 may be subject to an actuarial reduction unless the Council agrees to waive the reduction</p> <p>The Council's policy is to allow early payment of Deferred Benefits only if the case can be considered on 'Compassionate Grounds' as defined in paragraph 5 below or otherwise where there is no financial disadvantage to the Council for doing so.</p> <p>Deferred Member Benefits which began before 1st April 1997 can only be released early on 'compassionate grounds as defined in paragraph 5 below. There is no discretion to waive any actuarial reduction if an election to receive early payment of benefits from age 60 is made</p> <p>Each case will be considered on its merits and will be subject to approval by the Section 151 Officer acting under delegated powers.</p>
4.	<p><u>Flexible retirement (Regulation 18)</u></p> <p>The Council will consider applications for Flexible Retirement from scheme members age 55 and over.</p> <p>As a minimum requirement, a member's pay must reduce by at least four spinal points or the equivalent in reduced hours</p> <p>Both the transfer to a lower graded post or reduction in hours of work and the early release of retirement benefits is an employer discretion</p> <p>In considering Flexible Retirement both the needs of the member and the Service must be taken into account. Initial approval rests with the Service Chief Officer e.g. Assistant Director or equivalent with final approval by the y Head of Human Resources.</p> <p>The early release of benefits before age 65 has the potential to incur an actuarial reduction in benefits. The Section 151 Officer has delegated authority to waive any actuarial reduction, but only in exceptional circumstances that benefit the business and operational needs of the service. The cost to the Fund will be met from the Service budget.</p>

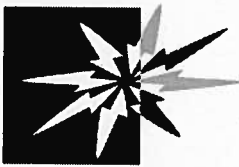


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	<p>Acceptance of Flexible Retirement debars the member from changing their job to a post offering higher pay or increasing their hours within the Council or from returning to employment on higher pay with the Council for a period of not less than three years.</p> <p>The full Flexible Retirement Policy, Procedure and Documentation is available on Harinet (click Personnel and follow the links)</p>
5.	<p><u>Discretion to waive an actuarial reduction under Regulation 30</u></p>
	<p>Although the term compassionate grounds is not defined in the regulations, the Council's policy is to apply the following definition:-</p> <p>'Compassionate Grounds means that the scheme member is required to look after a sick dependant relative on a whole time basis, is therefore unable to take up gainful employment, and in consequence is suffering financial hardship.'</p> <p>In addition, the Council will satisfy itself that the sick dependant relative has a permanent long-term condition with a reasonable life expectancy having regard to his/her age.</p> <p>Each case will be considered on its merits and will be subject to approval by the Section 151 Officer acting under delegated powers</p>
6.	<p><u>Awards of Added Membership Reg. 12</u></p>
	<p>The Council's policy is not to award additional membership</p>
7.	<p><u>Awards of Additional Pension Reg.13</u></p>
	<p>The Council's policy is not to award additional pension</p>
8.	<p><u>Payment of Death Grants for Active Members Regulation 23, Deferred Members Reg.32 and Pensioner Members Regulation 35.</u></p>
	<p>A death grant will usually be paid in accordance with the member's nomination or, where there is no nomination, to the legal personal representatives. However where it is considered that:</p> <p>a) an existing nomination may no longer reflect the member's intentions (for example there is a subsequent marriage, divorce or children) or,</p> <p>b) there is a deserving recipient (who must be have been his relative or dependant at some time) who would otherwise be excluded by payment to the Estate or,</p> <p>c) payment to the Estate may be inappropriate for other reasons (for example where inheritance tax may be a factor if payment were made to the Estate).</p> <p>Payment may be made in the manner and proportions the Council believe appropriate in the circumstances of the case.</p> <p>In all cases, the release of the Death Grant is delegated for approval to the Section 151 Officer.</p>
9.	<p><u>Disregarding a break in full-time education for a Childs Pension to continue in payment.</u></p>
	<p>a. Where there is a break in full-time education or training, the Chief Financial Officer will decide whether such a break can be ignored on the child's return to full-time education or training</p> <p>b. The Chief Financial Officer will have regard to the circumstances of each case</p>

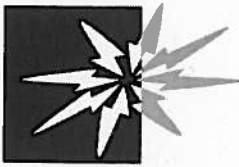


	<p>within the guideline that the break should not generally extend beyond 12 months from the beginning of one academic year to the end of one academic year, or include periods of full-time employment of more than three months</p> <p>c. Where the gap extends beyond the 12 month limit as described above, the child must be able to clearly demonstrate a clear intention to return to full-time education or training and has not undertaken paid employment as an alternative career option to returning to full-time education or training</p> <p>d. Where the Section 151 Officer deems it appropriate to ignore a break in full-time education or training, the child's pension will be reinstated from the recommencement of full-time education or training or such earlier date as the Section 151 Officer deems appropriate based on the individual circumstance of the case.</p> <p>e. The exercise of this discretion will be reported to the Corporate Committee.</p>
10.	<p><u>Abatement (reduction) of pensions on re-employment</u></p> <p>Members of the Fund who commence re-employment or who return to Office after 31st March 1998 will be liable for an abatement in their pension in the circumstances described below.</p> <p>The abatement will be calculated in accordance with the provisions of Schedule 5 to the Local Government Pension Scheme Regulations 1995.</p> <p>Pensioner members who commence re-employment or return to Office in local government following retirement on medical grounds. or re-employment or return to Office with Haringey Council or its employing bodies in circumstances where the member has retired early with no percentage reduction to the retirement benefits will be subject to an abatement except in cases of Flexible Retirement agreed in accordance with Regulation 18.</p>
11.	<p><u>Waiving of time limits</u></p> <p>The Council's policy is to waive time limits set within the Pension Scheme Regulations² where it is satisfied that the individual could not have known of the requirement to make an election at the proper time.</p>
12.	<p><u>Medical clearance to purchase Additional Pension (ARCs) Regulation 23 (Administration Regulations)</u></p> <p>An application to purchase additional pension will only be accepted if the member makes a declaration that he/she is in reasonably good health and has not been seen by a medical practitioner within the last 12 months or otherwise where the member provides a report by a registered medical practitioner of the results of a medical examination undertaken at the member's own expense</p>
13.	<p><u>Attributing salary bands</u></p> <p>Salary bands are attributed on 1st April based on basic annual pensionable pay plus variable pensionable pay over the last twelve months.</p> <p>New starters to be attributed a salary band on the first day of membership based on basic annual pensionable pay.</p> <p>That with the exception of back-dated pay awards to 1st April, no variation will be</p>



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	<p>made to a member's attributed salary band other than at each annual review date on 1st April of each subsequent year.</p> <p>To ensure the smooth implementation of this change any variation to this policy is delegated to the Head of Human Resources subject to approval at the next available meeting of Corporate Committee</p>
14.	Shared Cost Additional Voluntary Contribution Scheme
	The Council's policy is not to provide a Shared Cost AVC scheme
Part 1.B Compensation Discretions	
Discretions exercised by Haringey Council in accordance with provisions of The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended) and the Local Government (Discretionary Payments) Regulations 1996 as amended	
1.	Compensation for Redundancy
	Compensation on redundancy will be based on ; 1 weeks pay for each complete year of service up to a maximum of 20 years total service.
2.	Rate of Pay for Redundancy Purposes
	The redundancy payment is based on the actual weekly rate of pay at the relevant date. (This is usually but not always, the date notice is given).
Injury Allowances	
3.	<p>An Injury allowance may be paid to an employee who sustains an injury or contracts a disease as a result of anything he/she was required to do in carrying out their work; and either:-</p> <p>Is certified as being permanently incapacitated and ceases employment. or</p> <p>Suffers a reduction in pay.</p> <p>In deciding on the amount of Injury Allowance payable, the Council takes into account all the circumstances of the case.</p> <p>The maximum amount payable is 85% of Final Pay.</p> <p>Injury Allowances in payment are reviewed annually, and at age 65.</p> <p>Each case is referred for a decision to the Section 151 Officer acting under delegated authority.</p>
4.	Gratuity Payments
5.	<p>Gratuities for Non- Pensionable Service: Summary of current Policy:</p> <p>Gratuities are paid to retiring employees for service with the Council during which they were not eligible to join the Local Government Pension Scheme.</p> <p>Part Time employees who worked at least 15 hours per week for 35 weeks a year can count service up to 31/3/1987 for gratuity entitlement.</p> <p>Part Time employees who worked less 15 hours per week can count service up to</p>

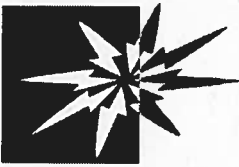


Haringey Council

	<p>16/8/1993.</p> <p><i>Gratuity payments do not apply to casual employment</i> The payments are calculated on 3.75% of Annual Pay for each year of gratuity service as described above.</p> <p>The employee can choose between a once off lump sum or an annuity payment.</p> <p>A Death Gratuity is also paid if an employee dies in Service.</p> <p>The Death Gratuity is paid to an employee's dependants. It is calculated on 3.75% of Annual Pay for all local government service up to 31/3/1987. It is payable to members of the Local Government Pension Scheme and non-scheme members alike.</p>
Part 2.A	
Councillor Members:	
1.	Voluntary early retirement from age 55
	<p>The Council will not exercise its discretion to release retirement benefits early to councillor members who cease or have ceased to be a member of the Council age 50 and under 65</p> <p>The Council will not exercise its discretion to waive the actuarial reduction for councillor members who cease to be a member of the Council and claim immediate payment of benefits</p>
2.	Re-employed pensioners – Abatement of pensions (Regulation 109)
3.	<p>The Council's policy is not to abate a pension in all cases except :-</p> <p>re-employment or return to Office in local government following retirement on medical grounds. or</p> <p>re-employment or return to Office with Haringey Council or its employing bodies in circumstances where the member has retired early with no percentage reduction to the retirement benefits</p>
4.	4. Waiving of time limits
	That the time limits set within the Pension Scheme Regulations will be waived where the member could not have known of the requirement to make an election at the proper time.
5.	Waiving restriction on entry to the Fund Regulation 7 (9)
	The Council's policy is not to restrict re-entry to the Fund where a member has previously elected to opt out more than once

Important Note:

Nothing stated above confers any statutory rights or overrides the provisions of the Local Government Pension Scheme and Compensation Regulations³ or related legislation.
 In the event of any dispute over your pension benefits, the appropriate legislation will prevail

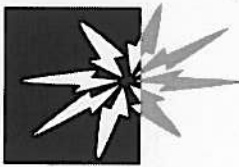


Haringey Council

For more information contact the Pensions Team at:-
Alexandra House 10 Station Road London N22 7TR

Tel Number 020 8489 5916

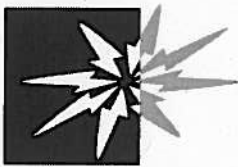
E- Mail Pensions.Mailbox@haringey.gov.uk



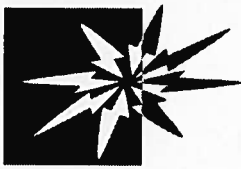
Appendix B

Summary of the Changes

	Discretion	Current LGPS Scheme Policy	New LGPS Policy	Comments
1	Regulation 16(2)e Voluntary funding of additional pension contributions via shared cost APC (by regular ongoing contribution)	None - New policy	Not to fund additional pension via shared cost Additional Pension Contribution	New policy Replaces no 4
2	Regulation 16(4)d Voluntary funding of additional pension contributions via Shared Cost APC (by one off lump sum)	None - New policy	Not to fund additional pension contributions via shared cost Additional Pension Contributions (by one off lump sum)	New policy Replaces no 19
3	Regulation 31 Awarding additional pension (via an Additional Pension) at whole cost to the employer	None – new policy	Not to fund additional pension at whole cost to the employer	New policy Replaces no 5
4	Regulation 12 Awards of Added Membership	Not to award additional membership	None	Policy no longer exists in LGPS 2014

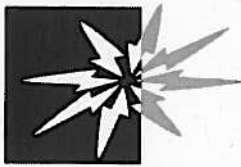


5	Regulation 13 Awards of additional pension	Not to award additional pension	None	Policy no longer exists in LGPS 2014
6	Regulation 30(5) Switching on the 85 year rule for members voluntarily drawing benefits on or after age 55 and before age 60	None - New policy	Considered on compassionate grounds. Subject to approval by the Section 151 officer	New policy
7	Regulation 30(6) Flexible retirement	The Council will consider applications from scheme members age 55 and over. Approval by the Head of Human Resources. The Section 151 Officer has delegated authority to waive any actuarial reduction.	The Council will consider applications from scheme members age 55 and over. Approval by the Head of Human Resources. The Section 151 Officer has delegated authority to waive any actuarial reduction.	No change
8	Regulation 30(8) Waiving of actuarial reductions	None new policy	The Council will consider waiving an actuarial reduction by applying 'in the Interest of efficiency of the service' policy Subject to approval by the Chief Finance Officer acting under delegated powers. First and second tier Officers will require Member approval	New policy

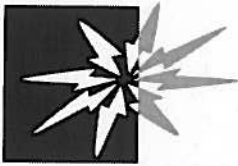


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9	Regulation 30 Choice of early payment of pension	Members between age 55 and 60 requesting early payment of retirement benefits. Council will consider waiving actuarial reduction	None	Transitional Regulations, applies to LGPS members who have deferred benefits before 1 April 2014
10	Regulation 19 Early Retirement on Redundancy and Business Efficiency	Members age 55 and over retired on redundancy or efficiency entitled to unreduced pensions	Members age 55 and over retired on redundancy or efficiency entitled to unreduced pensions	No change
11	Early payment of Deferred Benefits Regulations 30 : 30A	Request of early payment of deferred benefits from age 55 employer consent required considered where no financial disadvantage to council or on compassionate grounds	None	Transitional Regulations applies to LGPS members who have deferred benefits before 1 April 2014
12	Discretion to waive an actuarial reduction under Regulation 30	Request of early payment of deferred benefits from age 55 employer consent required considered where no financial disadvantage to council or on compassionate grounds	None	Transitional Regulations applies to members who have deferred benefits before 1 April 2014
13	Payment of Death Grants for Active Members Regulation 23, Deferred Members Reg.32 and Pensioner Members Regulation 35,	In all cases, the Council will exercise its discretion the release of the Death Grant is delegated for approval to Section 151 officer	In all cases, the Council will exercise its discretion the release of the Death Grant is delegated for approval to Section 151 officer	No change
14	Disregarding a break in full-time education for a Childs Pension to continue in payment.	The Section 151 Officer deems it appropriate to ignore a break in excess of 12 months based on the individual circumstance of the case.	The Section 151 Officer deems it appropriate to ignore a break in excess of 12 months based on the individual circumstance of the case.	No change



15	Abatement (reduction) of pensions on re-employment	Members of the Fund who commence re-employment following medical retirement or who are reemployed by Haringey or its employing bodies who return to Office after 31 st March 1998 will be liable for an abatement	Members of the Fund who commence re-employment following medical retirement or who are reemployed by Haringey or its employing bodies who return to Office after 31 st March 1998 will be liable for an abatement	No change
16	Waiving of time limits	Waive time limits set within the Pension Scheme Regulations where an individual could not have known of the requirement to make an election at the proper time.	Waive time limits set within the Pension Scheme Regulations where an individual could not have known of the requirement to make an election at the proper time.	No change
17	Medical clearance to purchase Additional Pension (ARCs) Regulation 23 (Administration Regulations)	An application to purchase additional pension will only be accepted if the member makes a declaration that he/she is in reasonably good health	An application to purchase additional pension will only be accepted if the member makes a declaration that he/she is in reasonably good health	No change
18	Attributing salary bands	Salary bands are attributed on 1 st April based on basic annual pensionable pay plus variable pensionable pay over the last twelve months. New starters to be attributed a salary band on the first day of membership based on basic annual pensionable pay.	Salary bands are attributed on 1 st April based on basic annual pensionable pay plus variable pensionable pay over the last twelve months. New starters to be attributed a salary band on the first day of membership based on basic annual pensionable pay.	No change
19	Shared Cost Additional Voluntary Contribution Scheme	The Council's policy is not to provide a Shared Cost AVC scheme	None	No longer applies



Haringey Council

20	Part 1.B Compensation Discretions	No change	No change	No change
21	Injury Allowances	No change	No change	No change
22	Gratuity Payments	No change	No change	No change
23	Councillor Members:	No change	No change	No change