

Statement of policy regarding the exercise of
DISCRETIONS CONCERNING DISCRETIONARY COMPENSATION ON EARLY TERMINATION OF EMPLOYMENT

Queen Elizabeth's Grammar School
West Street
Horncastle
Lincolnshire
LN9 5AD



Approved By: Personnel Committee

Date Approved: 12th July 2016




Adopted by the Full Governing Body on:




Review Frequency: Annual

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

Importance	Discretion	Regulation	Employer Policy
 High	To base redundancy payments on an actual weeks pay where this exceeds the statutory weeks pay limit.	5	Not applicable – all payments will be made in accordance with statutory requirements
 High	To award lump sum compensation of up to 104 weeks pay in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	Not applicable – all payments will be made in accordance with statutory requirements

Discretions under the Local Government (Early Termination of Employment)(Discretionary Compensation) (England and Wales) Regulations 2000 (as amended)

Importance	Discretion	Regulation	Description Considerations
 High	How to apportion any surviving spouse's or civil partner's annual compensatory added years payment where the deceased person is survived by more than one spouse or civil partner	21(4)	Dealt with on a case by case basis.
 High	How it will decide to whom any children's annual compensatory added years payments are to be paid where children's pensions are not payable under the LGPS (because the employee had not joined the LGPS) and, in such a case, how the annual added years will be apportioned amongst the eligible children	25(2)	Dealt with on a case by case basis.
 High	Whether, in respect of the spouse of a person who ceased employment before 1 April 1998 and where the spouse or civil partner remarries, enters	21(7)	QEGS, in line with Lincolnshire County Council's approach, is not to suspend/ abate pension contributions in circumstances of re-marriage, civil partnership or co-habitee where it applies to compensation added years.

	into a new civil partnership or cohabits after 1 April 1998, the normal pension suspension rules should be disapplied i.e. whether the spouse's or civil partner's annual compensatory added years payments should continue to be paid.		
	If, under the preceding decision, the authority's policy is to apply the normal suspension rules, whether the spouse's or civil partner's annual compensatory added years payment should be reinstated after the end of the remarriage, now civil partnership or cohabitation.	21(5)	Not applicable
	Whether, in respect of the spouse of a person who ceased employment before 1 April 1998 and where the spouse or civil partner remarries or cohabits or enters into a civil partnership on or after 1 April 1998 with another person who is also entitled to a spouse's or civil partners annual CAY payment, the normal rule requiring one of them to forego payment whilst the period of marriage, civil partnership or cohabitation lasts, should be disapplied ie whether the spouses' or civil partners' annual CAY payments should continue to be paid to both of them	21(7)	QEGS, in line with Lincolnshire County Council's approach, is not to require one of the parties to forgo payment where both parties are in receipt of compensatory added years payments
	How to reduce the member's annual compensatory added years payment following the cessation of a period or re-employment in local government	19	QEGS will retain Lincolnshire County Council's policy of non-betterment in relation to an individual re-employed within QEGS and eligible to join the Local Government Pension Scheme.

I warrant that the above policies reflect the policy intention of Queen Elizabeth’s Grammar School as at 21st June 2016

Signed:.....

Position:.....

Official Seal/Company stamp: