

Benchmark Information

Senior Pay

Post	Oxfordshire County Council Salary £	Median for County Councils £	Median for South East £
Chief Executive	182,431	189,158	210,000
Director for Children, Education & Families	137,500	134,000	161,555
Director for Environment & Economy	128,194	128,194	140,000
Director for Social & Community Services	128,194	131,608	150,858
Deputy Directors	88,037–97,180	118,000*	105,543*

Source: Senior Executive Pay in Local Government 2011 published by IDS

Note: Only figures where a representative number of authorities are included have been used.

*Based on figures published for Deputy Directors in Social and Community Services.

Early Retirement and Redundancy Compensation

How redundancy pay is calculated

Method of calculation	Oxfordshire County Council	% of authorities
Using actual salary	Yes	94%
Using statutory maximum figure	No	2%
Other	No	5%

Lump sum compensation for redundancy

Method of calculation	Oxfordshire County Council	% of authorities
X 1.5	1.5	24%
X 2		32%
X 2.5		4%
X 3		2%
Using other formula		38%

Augmented membership under the Local Government Pension Scheme for redundancy

Method of calculation	Oxfordshire County Council	% of authorities
No	No	88%
Yes in some cases		9%
Yes in all cases		4%

Augmented membership under the Local Government Pension Scheme for efficiency of the service retirements

Method of calculation	Oxfordshire County Council	% of authorities
No	No	88%
Yes in some cases		10%
Yes in all cases		2%

Source: Local Government Group Report of the Early Retirement and Redundancy Compensation Survey 2011

Footnote: Figures are for non-schools staff

Oxfordshire County Council Pay Policy Statement

Preamble.

1. This Pay Policy Statement fulfils Oxfordshire County Council's legal obligations under The Localism Act 2011. It has been updated to incorporate current guidance. The Council will also publish details of its senior pay, salary and organisational structure information as required by the Code of Recommended Practice for Local Authorities on Data Transparency.
2. This Statement will be published on the Council's public website and will be available in other formats upon request.
3. Procedural and approval requirements set down in the Council's Constitution will be applied as required.
4. This Policy Statement does not cover school employees.

Reward Policy.

5. Oxfordshire County Council aims to develop and implement reward systems and structures which meet the following requirements:
 - Allow the Council to recruit and retain high calibre employees in order to provide high quality services.
 - Maintain levels of pay which are in line with the Council's financial policies and provide value for money.
 - Are open, transparent and accountable.
 - Are fair and consistent.
6. High levels of performance are expected from employees and where standards are not satisfactory prompt managerial action will be taken to improve performance. This may include with-holding incremental rises or disciplinary/capability action in accordance with agreed procedures.

Pay Design.

7. The Chief Executive, Chief Officers¹, Deputy Chief Officers and related staff will be employed under the relevant Joint National Council terms and conditions. Where the Council varies these terms and conditions locally this will be subject to approval by the Remuneration Committee.
8. The pay of the Chief Executive, Chief Officers, Deputy Chief Officers and related staff will be subject to review every two years. Information relating to

¹ For the purposes of this Statement the Assistant Chief Executive and Chief Fire Officers are treated as Chief Officers.

the pay of similar posts in relevant other local authorities will be taken into account to ensure that pay is sufficient to recruit and retain key senior staff but is not excessive in comparison with other local authorities. Bonuses and performance related pay will not be paid.

9. Grading of Deputy Chief Officers and related staff, other than in Fire and Rescue, will be subject to an appropriate job evaluation process.
10. Where the Chief Executive or other officer receives election fees these will be shown separately to salary. These fees are set annually by the Council's Democracy & Organisation Committee. In addition, a comprehensive review of election fees is undertaken by the Democracy & Organisation Committee every four years in readiness for the County quadrennial elections.
11. Grading structures and changes to salaries and remuneration for the Chief Executive, Chief Officers and Deputy Chief Officers will be considered by the new Remuneration Committee. Salary packages for a new post in excess of £100,000 p.a. will be subject to formal approval by full Council.
12. In accordance with publication requirements, a table showing information on the current pay of the Chief Executive, Chief Officers, Deputy Chief Officers and other officers, individual contractors and interims earning over £58,200 pa, will be published on the web site by 31 March 2012. Chief Officer Pay is already available. All allowances and other payments will be shown. Bonuses and performance related pay are not currently paid. Expenses are based on nationally agreed levels except car mileage which is currently 35 pence per mile.
13. The schemes of terms and conditions of employment and grading structures which apply to all groups of employees other than the Chief Executive, Chief Officers and Deputy Chief Officers are identified in Appendix 1.
14. The highest paid officer in the Council currently receives £182,431p.a. including all elements of pay other than election fees. The current lowest full time salary paid by the Council is £12,312 per annum². The Council's median annual salary is £27,052 per annum. This multiplies 6.74 times into the annual salary of the highest paid.
15. Changes to the grades of all groups of employees other than Chief Executive and Chief Officers will be subject to Job Evaluation Schemes in accordance with the Constitution and national terms and conditions as applicable. Market supplements may be paid in circumstances where they are required to attract or retain appropriate staff where a case has been agreed by the Grading Moderation Panel which is responsible for the local determination of job grades.

² The lowest paid salary is based on the bottom point of the 'Green Book' scales which is the lowest normal pay point – currently payable to some cleaning staff. It does not include apprentices due to their trainee status or staff who have transferred in to the Council under TUPE protected rates.

16. Grading structures for all groups of employees will be implemented in line with agreed published pay scales and agreed relevant national and local terms and conditions of employment listed in Appendix 1.
17. Annual pay awards will be implemented in line with national negotiations for all employee groups except adult tutors and apprentices, for whom local arrangements will apply.

Severance Payments

18. Severance payments for all employees will comply with the Council's Retirement Policy in respect of pension. The Oxfordshire County Council Redundancy Scheme, which is currently one and a half times statutory entitlement based on actual pay, will apply where redundancy payments are due.
19. Where other severance payments are appropriate such payments will be approved by the Head of Human Resources, Solicitor to the Council and the Chief Financial Officer, and will be the subject of a Compromise Agreement for the purpose of compromising any compensation for which the council may otherwise be legally liable.
20. All employees who have received a redundancy payment in relation to the termination of their contracts of employment will be subject to the provisions of the Redundancy Modification Order and will be subject to Local Government Pension Scheme (LGPS) Regulations or other pension scheme regulations where applicable. Information on severance payments paid is available at Appendix 1.
21. The current employer's pension contribution rates are set down in Appendix 2.
22. Severance payments are published as required by 'The Code of Recommended Practice for Local Authorities on Data Transparency'.
23. The Council's Retirement Policy Statement sets down its policy on payment of pensions. This policy Statement is reproduced as Appendix 3 of the Pay Policy Statement.

Review of the Policy.

24. This policy Statement will be reviewed by the Remuneration Committee who will make recommendations for the approval of full Council annually.

Steve Munn
Head of Human Resources
March 2012

Terms and Conditions of Employment and Grading Structures.**Joint Negotiating Committee for Chief Executives***Effective from 1 April 2008*

Pay Scale/Salary: £182,431 pa

Joint Negotiating Committee for Chief Officers*Effective from 1 April 2008*

Grade	Pay Scale
Director Children, Education & Families	£137,500
Director	£128,194
Assistant Chief Executive	£106,282
Monitoring Officer	Grade A (see below)

HAY Grades*Effective from 1 April 2008*

Grade	Pay Scale
Grade A	£88,037-£91,082-£94,131-£97,180
Grade B	£75,461-£78,890-£82,317-£85,750
Grade C	£62,881-£66,692-£70,500-£74,317
Grade D	£55,542-£56,439-£57,354-£58,286-£60,598

National Joint Council for Local Government Services (Green book)*Effective 1 April 2009*

Grade	G1	G2	G3	G4
SCP - £	05 - £12,312 06 - £12,749	07 - £12,787 08 - £13,189	09 - £13,589 10 - £13,874 11 - £14,733	11 - £14,733 12 - £15,039 13 - £15,444
Grade	G5	G6	G7	G8
SCP - £	14 - £15,725 15 - £16,054 16 - £16,440 17 - £16,830	18 - £17,161 19 - £17,802 20 - £18,453 21 - £19,126	22 - £19,621 23 - £20,198 24 - £20,858 25 - £21,519	26 - £22,221 27 - £22,958 28 - £23,708 29 - £24,646
Grade	G9	G10	G11	G12
SCP - £	29 - £24,646 30 - £25,472 31 - £26,276 32 - £27,052	33 - £27,849 34 - £28,636 35 - £29,236 36 - £30,011	37 - £30,851 38 - £31,754 39 - £32,800 40 - £33,661	41 - £34,549 42 - £35,430 43 - £36,313 44 - £37,206

Grade	G13	G14	G15	G16
SCP - £	45 - £38,042 46 - £38,961 47 - £39,855 48 - £40,741	49 - £41,616 50 - £42,505 51 - £43,396 52 - £44,296	53 - £45,205 54 - £46,111 55 - £47,013 56 - £47,916	57 - £48,836 58 - £49,738 59 - £50,647 60 - £51,556
Grade	G17	G18		
SCP - £	61 - £52,462 62 - £53,374 63 - £54,280 64 - £55,189	65 - £56,097 66 - £57,003 67 - £57,928 68 - £58,869		

National Joint Council for Chief and Assistant Chief Fire Officers (Gold Book)
Effective 1 January 2009

Grade	Pay Scale
Chief Fire Officer	£120,645
Deputy Chief Fire Officer	£97,722
Assistant Chief Fire Officer	£88,071

National Joint Council for Fire Brigades (Grey Book)
Effective 1 July 2009

Firefighting Roles

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	21,157	9.66	14.49
Development	22,038	10.06	15.09
Competent	28,199	12.88	19.32
Crew Manager			
Development	29,971	13.69	20.54
Competent	31,263	14.28	21.42
Watch Manager			
Development	31,940	14.58	21.87
Competent A	32,827	14.99	22.49
Competent B	34,961	15.96	23.94
Station Manager			
Development	36,365	16.60	24.90
Competent A	37,456	17.10	25.65
Competent B	40,109	18.31	27.47

Group Manager	41,881	19.12	Not applicable
Development	50,642	19.70	Not applicable
Competent A	53,934	21.20	Not applicable
Competent B			
Area Manager			
Development	49,167	22.45	Not applicable
Competent A	50,642	23.12	Not applicable
Competent B	53,934	24.63	Not applicable

Protected Pay Point	Basic annual £	Basic hourly rate £	Overtime rate £
Station Officer/Watch Manager B: Protected Pay Point L	36,752	16.78	25.17

Retained Duty System

	(1) £ per annum	(2) £ per annum	(3) £ per annum	(4) £ per occasion
Firefighter				
Trainee	2,116	1,058	9.66	3.70
Development	2,204	1,103	10.06	3.70
Competent	2,821	1,410	12.88	3.70
Crew Manager				
Development	2,998	1,499	13.69	3.70
Competent	3,127	1,563	14.28	3.70
Watch Manager				
Development	3,193	1,598	14.58	3.70
Competent A	3,284	1,642	14.99	3.70
Competent B	3,496	1,749	15.96	3.70
Station Manager				
Development	3,637	1,818	16.60	3.70
Competent A	3,745	1,872	17.10	3.70
Competent B	4,012	2,005	18.31	3.70
Group Manager				
Development	4,189	2,094	19.12	3.70
Competent A	4,313	2,158	19.70	3.70
Competent B	4,643	2,322	21.20	3.70

Area Manager				
Development	4,917	2,459	22.45	3.70
Competent A	5,065	2,532	23.12	3.70
Competent B	5,394	2,697	24.63	3.70

Column 1 shows the full annual retainer
Column 2 shows the retainer for employees on the day crewing duty system
Column 3 shows the hourly rate for work undertaken
Column 4 shows the disturbance payment per call-out

Control Specific Roles

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	20,099	9.18	13.77
Development	20,935	9.56	14.34
Competent	26,790	12.23	18.35
Crew Manager			
Development	28,472	13.00	19.50
Competent	29,700	13.56	20.34
Watch Manager			
Development	30,345	13.86	20.79
Competent A	31,187	14.24	21.36
Competent B	33,211	15.16	22.74
Station Manager			
Development	34,547	15.77	23.66
Competent A	35,583	16.25	24.38
Competent B	38,104	17.40	26.10
Group Manager			
Development	39,788	18.17	Not applicable
Competent A	40,980	18.71	Not applicable
Competent B	44,108	20.14	Not applicable

Protected Pay Point	Basic annual £	Basic hourly rate £	Overtime rate £
Fire Control Officer: Protected Pay Point L	34,879	15.93	23.90
Principal Fire Control Office: Protected Pay Point P	44,420	20.28	Not applicable

Non-operational staff

	£ per annum
Fire Control Operator equivalent	
During first six months	18,019
After six months and during 2 nd year	18,817
During 3 rd year	19,712
During 4 th year	20,681
During 5 th year	22,524
Leading Fire Control Operator equivalent	24,121
Senior Fire Control Operator equivalent	
During 1 st year in rank	24,741
During 2 nd year in rank	25,678

Junior Firefighters

	£ per annum
Aged 16	9,787
Aged 17	10,518
Aged 18	21,157

Soulbury Committee (Blue Book)

Effective 1 September 2009

Educational Psychologists – Scale A

Spine Point	Salary
1	£33,934
2	£35,656
3	£37,378
4	£39,100
5	£40,822
6	£42,544
7	£44,165
8	£45,786
9	£47,305*
10	£48,825*
11	£50,243*

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.

Senior & Principal Educational Psychologists – Scale B

Spine Point	Salary
1	£42,544
2	£44,165
3	£45,786*
4	£47,305
5	£48,825
6	£50,243
7	£50,825
8	£51,912
9	£52,989
10	£54,085
11	£55,159
12	£56,255
13	£57,370
14	£58,477**
15	£59,575**
16	£60,693**
17	£61,848**
18	£62,942**

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 Principle Educational Psychologist undertaking the full range of duties at this level. ** Extension to range to accommodate discretionary scale points and structured professional assessments.

Trainee Educational Psychologists

Spine point	Salary
1	£21,801
2	£23,397
3	£24,991
4	£26,587
5	£28,182
6	£29,777

Assistant Educational Psychologists

Spine point	Salary
1	£26,799
2	£27,893
3	£28,988
4	£30,076

Adult Education
Effective 1 September 2009

Grade	Spinal Point	Salary)
ADGR1	20	19,663.00
ADGR2	21	20,616.33
ADGR2	22	21,579.33
ADGR3	23	22,542.00
ADGR3	25	23,753.00
ADGR3	27	25,002.00
ADGR3	29	26,269.33
ADGR4	30	27,992.33
ADGR4	31	29,048.67
ADGR4	32	30,089.67
ADGR4	33	31,134.00

Teachers (Burgundy Book)
Effective 1 September 2010

Main Pay Scale	TPA Code	Per Annum	Per Day
TMS1	WOO	£21,588	£110.71
TMS2	WOO	£23,295	£119.46
TMS3	WOO	£25,168	£129.07
TMS4	WOO	£27,104	£138.99
TMS5	WOO	£29,240	£149.95
TMS6	WOO	£31,552	£161.81
Upper Pay Scale	TPA Code	Per Annum	Per Day
UPS1	POO	£34,181	£175.29
UPS2	POO	£35,447	£181.78
UPS3	POO	£36,756	£188.49
Instructors Pay Scale	TPA Code	Per Annum	Per Day
UNQ1	UQ04	£15,817	£81.11
UNQ2	UQ04	£17,657	£90.55
UNQ3	UQ04	£19,497	£99.98
UNQ4	UQ04	£21,336	£109.42
UNQ5	UQ04	£23,177	£118.86
UNQ6	UQ04	£25,016	£128.29

Teaching and Learning Responsibility allowances

TLR2 minimum £2,535	TLR2 maximum £6,197
TLR1 minimum £7,323	TLR1 maximum £12,393

The School / Service sets the actual pay points within these ranges but there must be gaps between pay points of over £1500. Most schools use the standard OCC rates for allowances which are as follows: TLR2 (1) 2535, TLR2 (2) 4225, TLR2 (3a) 5914 or TLR2 (3b) 6197, TLR1 (1) 7323, TLR1 (2) 9012, TLR1 (3) 10702, TLR1 (4) 12393.

SEN Allowance 1 £2,001	SEN Allowance 2 £3,954
Excellent Teacher Pay Scale	£39,697 to £52,090

Leadership Pay Spine	Per Annum	Leadership Pay Spine	Per Annum
L1*	£37,461	L23	£64,367
L2*	£38,400	L24	£65,963
L3*	£39,358	L25	£67,602
L4*	£40,339	L26	£69,275
L5*	£41,343	L27	£70,991
L6*	£42,379	L28	£72,752
L7*	£43,521	L29	£74,554
L8*	£44,525	L30	£76,409
L9*	£45,637	L31	£78,298
L10*	£46,808	L32	£80,244
L11*	£48,024	L33	£82,238
L12*	£49,130	L34	£84,271
L13*	£50,359	L35	£86,365
L14*	£51,614	L36	£88,504
L15*	£52,900	L37	£90,704
L16*	£54,305	L38	£92,948
L17*	£55,553	L39	£95,213
L18*	£56,950	L40	£97,590
L19	£58,362	L41	£100,028
L20	£59,809	L42	£102,534
L21	£61,288	L43	£105,097
L22	£62,811	L43	£105,097

* Means that this is also the pay point for an advanced skills teacher

National Joint Council for Workshops for the Blind

Effective 1 April 2009

Probationary Grade: £12,312 pa

Substantive Grade: £12,410 pa

Apprentices

Effective

Age	Intermediate (GCCSE Grades D-G)			Advance Apprentice (GCCSE Grades A*-C)		
	16-18	19+	21+	Grade 1	Grade 2	Grade 3
Up to 6 months	£7,003	£7,003	£7,003	£12,312	£12,787	£13,589
6-12 months	£7,500	£7,500	£7,500	Progression through grade		
After 12 months	£9,466	£9,466	£11,410	Determined via job evaluation		

Pension Contribution Rates

Local Government Pension Scheme

From 1st April 2011 contribution rates are calculated on the bands indicated below based on whole time equivalent salary and pensionable allowances in accordance with the following table:

Band	Range (based on pensionable earnings)	Contribution Rate - Employee	Contribution Rate - Employer
1	£0 - £12,900.99 pa	5.5%	19.3%
2	£12,901.00 - £15,100.99	5.8%	19.3%
3	£15,101.00 - £19,400.99	5.9%	19.3%
4	£19,401.00 - £32,400.99	6.5%	19.3%
5	£32,401.00 - £43,300.99	6.8%	19.3%
6	£43,301.00 - £81,100.99	7.2%	19.3%
7	£81,100.00 and above	7.5%	19.3%

Fire Brigades Pension Scheme

Band	Range	Contribution Rate - Employee	Contribution Rate - Employer
1	All Fire Brigade Pension Scheme members apart from retained	11.0%	21.3%
2	Retained and whole-time after April 2006.	8.5%	11.0%

Teachers' Pension Scheme

Band	Applicable to	Contribution Rate - Employee	Contribution Rate - Employer
Single band	All Teachers' Pension Scheme members	6.4%	14.1%



Retirement Policy Statement

Preamble

Employees are no longer subject to a general retirement date (effective from 1st October 2011). Employment will therefore continue until it is ended by either the employee giving notice or action by the employer for a specified reason such as redundancy or dismissal for conduct or capability reasons.

The Council acknowledges the importance for employees who are planning to retire to achieve a balance between work and other interests. Managers are encouraged to seriously consider requests for flexible working arrangements which are desired as a variation to the existing contract of employment. However, managers reserve the right to refuse requests where there are sound business reasons which require that the job under consideration can only be carried out effectively on its present basis.

Principles

1. This policy
2. applies from 1 October 2011 to all employees who are members of The Local Government Pension Scheme (LGPS) or are eligible to join. A separate version of this policy applies to teachers. Uniformed Fire-fighters are covered by a separate policy.
3. An employee who has chosen not to contribute to the Local Government Pension Scheme will receive no pension benefits from the Fund under this scheme upon retirement. Redundancy compensation will be paid where appropriate as set out in Paragraph 15 below.
4. An employee who is aged 60 or older may choose to retire by giving the appropriate notice. Those employees who have a sufficient period of membership in the pension scheme may choose to receive immediate payment of pension, in accordance with Pension regulations. Pension received may be reduced in some circumstances so employees are advised to contact Pension Services for information about any pension entitlement and the arrangements for payment options.
5. An employee who is aged between 55 and 75 may request “flexible retirement” under the LGPS Pension Regulations. This involves continuing to work and either reducing his/her hours of work or accepting a lower paid job within the Council while receiving an immediate payment of pension benefits. These benefits may be reduced or unreduced depending on entitlement. This flexible retirement arrangement will only be available where all of the following apply:
 - Agreement is obtained from Pensions Benefits Sub-Committee,

see Paragraph 11 below. Each case will be considered on its merits, although an application is unlikely to succeed where there are costs to the Council and the benefits to the service are not explicit.

- There is a mutual agreement between the employee and management that the change in hours or grade can be accommodated and the arrangement is expected to continue for a period on no less than one year.
 - The changes to employment result in a reduction in income of 25 per cent or more of the normal pay of the current contracted employment, either by a reduction in hours or a reduction in grade or a combination of both.
6. Retirement with an immediate payment of pension before the age of 65 years may also arise for the reasons set down in paragraphs 10 and 11 below and is subject to the conditions stated.
 7. An ex-employee who has retired and is receiving a Local Government Pension will not normally be re-employed by the County Council unless he/she has been selected by a full recruitment process. However, retired employees may register for short-term casual work without further process. All re-employed pensioners and employees who commence employment are required to advise the Authority who pays his/her pension of any new employment as his/her pension may be reduced in accordance with Pension Scheme Regulations and Compensation Regulations.
 8. The Council will not at any time augment the pension or membership of employees.
 9. Employees are advised to seek guidance about the financial implications of continuing to work and starting to draw a LGPS or personal pension.

Special Retirements

10. In the case of the retirements referred to in paragraphs 10 and 11 below re-deployment to other appropriate employment will be considered and offered as an alternative to retirement where appropriate and available.

III Health Retirements

11. An employee who has been certified by an independent Occupational Health Advisor as being permanently incapable of discharging his/her duties or other comparable duties due to ill health or infirmity of body or mind may retire at any age, with immediate payment of a pension in accordance with Pension regulations where sufficient pension contributions have been made.

Other Retirements requiring the Approval of the Democracy & Organisation Committee's Pensions Benefits Sub-Committee

12. Early retirement may be granted for employees aged 55 years and over in the circumstances set out in a) and (c) below, taking into consideration the full cost of the retirement and the best interest of the Council.
- (a) Redundancy, after the Council's Redundancy Procedure has been followed.
In this case employees will receive immediate payment of their pension entitlement and redundancy compensation will be paid where appropriate in accordance with the Oxfordshire County Council Redundancy Payments Scheme (effective 1 April 2011) which is one and a half times the statutory calculation based on actual pay.
- (b) Where an employee has continuing health problems and it is in the interests of the efficiency of the Council's operations.
In this case immediate payment of pension will be granted to an employee who does not satisfy the Local Government Pension Scheme criteria for retirement on the grounds of ill health, but who is suffering from a substantial medical or psychiatric condition and whose retirement is recommended by the Council's Occupational Health physician because he/she is likely to be significantly less efficient for the foreseeable future due to health reasons.
- (c) Where an employee has requested flexible retirement and satisfies the criteria in Paragraph 4 above.
13. The Council will not normally agree to early payment of benefits or early retirement on other grounds, including requests from current employees aged 55 to 59 or deferred benefits from ex-employees where there is a cost to the Council. This does not prevent an employee aged 55 to 59 years who wishes to, from leaving the employment of the authority and accessing their pension early or from making a written request to the Sub-Committee. However, such applications will not normally be supported by management and are unlikely to succeed due to the associated costs. Furthermore, benefits will be reduced in any cases which might be agreed unless compassionate grounds apply.
14. The Council reserves its power to agree early retirement in exceptional cases as part of a Compromise Agreement.

Redundancy with no Entitlement to Immediate Payment of Pension Benefits

15. Where a redundant employee has contributed to the LGPS but has no entitlement to immediate payment of pension, he/she will receive redundancy compensation, where appropriate, in accordance with the Oxfordshire County Council Redundancy Payments Scheme (effective from 1 April 2011) which is one and a half times the statutory calculation based

on actual pay and is not subject to age restrictions.

Disputes Procedure

16. Where a member of the LGPS has a dispute regarding his/her pension he/she may refer this as appropriate through the County's agreed Raising Concerns at Work Procedure or through the procedures Independent Resolving Disagreements Procedure (IRDP) laid down in the Pension Regulations to the Nominated Person.

Revision of this Policy

17. This policy will be reviewed within three years of its implementation or earlier if deemed necessary.

Head of Human Resources

August 2011