Chelmsford County High School for Girls

Teachers' Severance Policy

Approved by the Governing Body: ~~April 2014~~

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Chelmsford County High School for Girls

Teachers' Severance Policy

1. Introduction

Employers have certain discretions under the Teachers' Pension Regulations and in other areas related to severance. This statement sets out how such discretions will be exercised.

2. Redundancy

Age & Service	Statutory Redundancy payment	Discretionary Compensation (subsuming stat red payment)[1]	Immediate pension benefit (pension & lump sum)	Cost to Academy	Paid Notice
All ages					
With less than 2 years' continuous LG service	No	No	No	None	Yes
With more than 2 years' LG service	Yes	No	No	Redundancy Payment	Yes

[1]Academy to determine if payable for new staff. TUPE applies such that staff who transferred from a Maintained School where the home Authority made compensation payments, entitled to these payments, the cost of which must be borne by the Academy.

3. Early Retirement

Type	Age & Service	Pension benefit payable	Employers' consent needed	Cost to Academy	Paid notice
Efficiency Retirement	Age 55 and over 3 months pensionable service	Immediate pension, no reduction with employer consent or reduction without consent	Yes[2] – The Academy will not consent to any early retirements which incur a cost	Financial strain	No
Actuarially Adjusted Benefits (AAB)	Age 55	Immediate pension with reduction	Yes[2] – cannot be withheld beyond 6 months	None	No
Phased Retirement (20% reduction)	Age 55+	Immediate pension with reduction where applicable	Yes	None	No

[2] The Academy will require a minimum 1 working-day break if the employee is ceasing employment in order to claim a Teachers' Pension Actuarially Adjusted Benefits (AAB pension) before re-employment with the Academy. The minimum period for being opted out of the TP Scheme is one month, as the opt-out and the opt-in are effective from the first day of the month after the month that Teachers' Pensions receive it.

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Other Discretions

Discretion	Policy
Pension Enhancement (Extra Service or Additional Added Years)	The Academy will not grant pension enhancements under any circumstances
Waiving of pension reductions	The Academy will not waive pension reductions other than on exceptional compassionate grounds[3]
Shared cost additional voluntary contributions (SCAVC)	The Academy will not make additional voluntary contributions
Transferring of other pension after 12 months	The Academy will not extend the time limit for acceptance of a transfer value, other than in exceptional circumstances where the processing of the election was delayed, other than by the employee.
Age Retirement	An employee may retire at their Normal Retirement Age (NRA) and receive benefits due at no cost to the Academy.[4]

[3] Exceptional Compassionate Grounds
Financial hardship alone is not deemed sufficient grounds. For the purposes of this Policy, exceptional compassionate grounds are where an ex-member has had to give up paid employment to be the sole carer for a severely disabled or seriously ill dependent, and where reasonable additional support is not viable.

[4] The Academy will require a minimum 1 working-day break if the employee is ceasing employment in order to claim a Teachers' Pension at Normal Retirement Age (NRA) before re-employment with the Academy. The minimum period for being opted out of the TP Scheme is one month, as the opt-out and the opt-in are effective from the first day of the month after the month that Teachers' Pensions receive it.

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