

### SCHEDULE 3

## Pension Policy Framework for Councillors

The general framework to be adopted in the case of pensions for Councillors will be as follows:

- (i) To make any ill-health retirement under dispute subject to a second independent medical opinion.
- (ii) Not to reduce or waive Councillor contributions for those with forty or more years' membership.
- (iii) Not to agree to Voluntary Early Retirement for those aged between 50 and 59 years and pay them with immediate benefits.
- (iv) To increase pensionable service at retirement for Councillors with less than five years' service only in very exceptional circumstances.
- (v) Not to add to a Councillor's pensionable service on recruitment.
- (vi) Not to institute a shared cost Additional Voluntary Contribution arrangement.
- (vii) Any proposal involving Councillor early retirement benefits to be subject to Council approval.