



Employers can complete this form electronically and upload to the Employer Portal (NCC send to PenDocs)

**LOCAL GOVERNMENT PENSION SCHEME  
Member Retirement on Grounds of  
Redundancy or Business Efficiency**

**Norfolk Pension Fund**

This form is required in addition to L45 (leaver form) and R16 (Early Retirement Authorisation Form) in order to ascertain eligibility to benefits following the introduction of the £95,000.00 exit cap in November 2020

|                           |  |                    |  |
|---------------------------|--|--------------------|--|
| <b>Name of Employer</b>   |  |                    |  |
| <b>Member's Surname</b>   |  | <b>Title</b>       |  |
| <b>First Names</b>        |  |                    |  |
| <b>NI Number</b>          |  | <b>Payroll Ref</b> |  |
| <b>Date of Retirement</b> |  |                    |  |

|  |  |   |
|--|--|---|
| <b>Does the £95,000.00 exit cap apply to the Employer named above?</b> |  | "NO" - sign and return this form<br>If "YES" - complete the section below |
|--|--|---|

See the Schedule in **SI 2020 No 1122 – The Restriction of Public Sector Exit Payments Regulations 2020** for a full list of employers where the limit applies. These regulations also give the full provisions concerning the "£95,000.00 exit cap".

|   |  |
|---|--|
| <b>Does the value of all exit payments due to be paid to or in respect of the member named above exceed £95,000.00?</b> |  |
|---|--|

**Exit payments includes:**

- any payment on account of dismissal by reason of redundancy;
- any payment to reduce or eliminate an actuarial reduction to a pension on early retirement or in respect to the cost to a pension scheme of such a reduction not being made (i.e. full strain cost required by Norfolk Pension Fund to pay unreduced benefits);
- any payment pursuant to an award of compensation under the ACAS arbitration scheme or a settlement or conciliation agreement;
- any severance payment or ex gratia payment;
- any payment in the form of shares or share options;
- any payment on voluntary exit;
- any payment in lieu of notice due under a contract of employment;
- any payment to extinguish any liability to pay money under a fixed term contract;
- any other payment, whether under a contract of employment or otherwise, in consequence of termination of employment or loss of office.

If "NO" NPF will pay unreduced benefits to the member AND charge the strain cost to the employer.

If "YES" NPF will defer benefits to normal retirement age or pay full reduced benefits depending on the option chosen by the member. Employers should refer to the information from LGA on what payments to make to the member (see attached).

Please continue on page 2

|   |  |
|---|--|
| <b>Where the exit payment cap has exceeded £95,000.00 has a waiver been granted by Her Majesty's Treasury</b> |  |
|---|--|

**Advice about obtaining a waiver (relaxation of the restriction) can be found here:**

<https://www.gov.uk/government/publications/local-government-exit-pay/local-government-exit-pay-a-guide-for-local-authorities-for-the-interim-period-until-mhclg-regulations-come-into-force#process>

Or go to [www.gov.uk](http://www.gov.uk) and search for “local government exit pay”

**Declaration on behalf of the employer:**

The exit cap regulations apply to employers and it is employers' responsibility to ensure compliance. By completing and signing this form you are confirming the position to Norfolk Pension Fund so it can make its decision on what benefits to pay the member.

It is, therefore, vitally important that the details shown on this form are correct. The consequence of any incorrect information will be borne by the employer.

**Input your email address in the "Signed" box:**

I confirm on behalf of the employer that these details are correct and that I'm authorised to do so

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Contact Name:** \_\_\_\_\_ **Telephone:** \_\_\_\_\_