

PAY POLICY 2021/22

1. INTRODUCTION AND PURPOSE

1.1 Under Section 112 of the Local Government Act 1972 the Council has ‘the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit’. This Pay Policy statement sets out the Council’s approach to Pay Policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011 which required English and Welsh Local Authorities to produce and publish a Pay Policy Statement that details:

- a) The Authority’s Policies towards all aspects and elements of the remuneration of Chief Officers
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
- c) The Authority’s Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
- d) The relationship between the remuneration of its Chief Officers and other employees.

1.2 The Council is a large complex organisation with a multi-million pound budget. It has a very wide range of functions and provides and/or commissions a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, regional or Welsh level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.

1.3 Once approved by the full Council, as required by the legislation, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

2. LEGISLATIVE FRAMEWORK

2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the following:-

- a) Equality Act 2010;
- b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000;
- c) Agency Workers Regulations 2010; and, where relevant, the
- d) Transfer of Undertakings (Protection of Earnings) Regulations

2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council aims to ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of an equality proofed Job Evaluation mechanism which directly relates salaries to the requirements, demands and responsibilities

of the role. The Council publishes an annual Gender Pay report detailing any gender gap and the action being taken to address gender gap issues.

3. SCOPE OF THE PAY POLICY

- 3.1 The Localism Act 2011 requires an Authority to develop and make public its Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining its Policy on the relationship between remuneration for Chief Officers and other groups (with the exception of School Teachers as the remuneration for this latter group is set by the Welsh Government and therefore not in Local Authority control).
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.

4. DEVELOPMENT OF PAY AND REWARD STRATEGY

- 4.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Authority can perform at its best. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within current resources. Pay Policy is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2 In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of Ceredigion. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark example on pay and conditions to other employers in the area for the same reasons.
- 4.4 In designing, developing and reviewing a Pay and Reward Strategy, the Council will seek to balance these factors appropriately to maximise outcomes for the Authority and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs. This Pay Policy will be reviewed on an annual basis and approved annually by the Full Council.

5. PAY STRUCTURE

5.1 The Council uses the National Joint Council (NJC) nationally negotiated pay spine as the basis for its grading structure with the exception that it has extended the maximum of the grade from spinal column point 44 to 53. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant. From 1st April 2019 the National Employers for Local Government Services introduced a new pay spine, these changes were agreed with Trade Unions for implementation in April 2019. The pay spine is attached at Appendix 1. Negotiations for the pay award in April 2021 are ongoing. (See **Appendix A** for current pay details).

5.2 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.

5.3 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.

5.4 Other employee benefits

The Council believes that it has a responsibility to help support the health, wellbeing and welfare of its employees in order to ensure that they are able to perform at their best. As part of this approach and in common with other large employers the Council provides a number of non-pay benefits such as eye test vouchers for users of display screen equipment at work, access to a confidential counselling service, and childcare vouchers, car leasing and cycle to work scheme via a salary sacrifice scheme. Council staff also have access to a range of offers and discounts via the Vectis card discount scheme that the Council has adopted.

5.5 First Aid Allowances

Employees who are classified as a 'designated first-aider' are eligible to receive an allowance. A review of the number, location and duties of designated first aiders was undertaken in 2019. Staff designated as First Aiders now receive £150 per annum to undertake the role.

5.6 Professional fees

The Council does not pay the cost of membership of a professional body for any employee with the exception of those undertaking course of study for a professional qualification, and for the duration of the course only.

6. LOCAL GOVERNMENT PENSION SCHEME

6.1 All staff who are members of the Local Government Pension Scheme make individual contributions to the scheme in accordance with the following table:

Band	Whole-time equivalent pay range	Employee contribution rate	50/50 Section	Employer contribution rate
1	Up to £14,600	5.5%	2.75%	15.8%
2	£14,601 - £22,900	5.8%	2.90%	15.8%
3	£22,901 - £37,200	6.5%	3.25%	15.8%
4	£37,201 - £47,100	6.8%	3.40%	15.8%
5	£47,101 - £65,900	8.5%	4.25%	15.8%
6	£65,901 - £93,400	9.9%	4.95%	15.8%
7	£93,401 - £110,000	10.5%	5.25%	15.8%
8	£110,001- £165,000	11.4%	5.70%	15.8%
9	£165,001 or more	12.5%	6.25%	15.8%

Rates effective as of 1 April 2021

6.2 The Employer contribution rate is set by Actuaries advising the Dyfed Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded.

7. JOB EVALUATION

7.1 Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure and pay equity between jobs.

7.2 For NJC posts, the Council currently uses the Greater London Provincial Council Job Evaluation Scheme. For Chief Officer posts, the Council currently uses the Local Government Association's Senior Manager - Job Evaluation Scheme.

7.3 The Council achieved Single Status for all staff in terms of Pay & Grading and Terms & Conditions during the summer months of 2012. Amendments to the grading structure were agreed as a result of the revision to the pay spine on 1st April 2019.

8. MARKET SUPPLEMENTS

8.1 Job evaluation enables the Council to set appropriate remuneration levels based on internal job size relativities within the Council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.

8.2 The Council has a Market Supplement Policy to ensure that the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector. It will be part of the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn where no longer considered necessary.

9. HONORARIA

- 9.1 There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's Honorarium Policy.

10. RE-EMPLOYMENT

- 10.1 It has been the Council's practice that no Chief Officer, who leaves the employment of the Council on the grounds of early retirement, severance or voluntary redundancy will be later re-employed as an employee of the Council or contracted under a "contract of service", without the express permission of the Chief Executive in consultation with the Cabinet Member for People & Organisation. This will also be extended to any other employee for a period of 5 years after the date of early retirement, severance or voluntary retirement.
- 10.2 Where the re-employment is regarding the post of the Chief Executive or a Chief Officer (as defined in paragraph 13.1), this decision will require full council approval. All other requests for re-employment will be considered by the Chief Executive in consultation with the Cabinet Member for People and Organisation.

11. PAY AND PERFORMANCE

- 11.1 The Council expects high levels of performance from all employees and has an annual Performance Appraisal Scheme in place that all staff must complete in order to monitor evaluate and manage performance on an ongoing basis.

12. COLLABORATION PROJECTS

- 12.1 The Council supports, wherever possible, the sharing of resources with other authorities and organisations to secure the most effective, efficient and economic discharge of their respective functions.

13. CHIEF OFFICER REMUNERATION

13.1 DEFINITION OF CHIEF OFFICER

- 13.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below (details of the respective grading structures are included as **Appendix B**):

- a) Chief Executive (1 No.)
- b) Corporate Directors (2 No.)
- c) Corporate Lead Officers (12 No.)

13.1.2 The Council employs Chief Officers under the JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increase for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements. The current salaries for Chief Officers are included in Appendix B.

13.1.3 No bonus or performance related pay mechanism is applicable to Chief Officers' pay.

13.1.4 The Council has a number of posts within the Schools and Culture Service that are employed under NJC terms and conditions but are being paid on Soulbury grades, details of which are attached as **Appendix C**.

13.2 RECRUITMENT OF CHIEF OFFICERS

13.2.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

13.3 ADDITIONS TO SALARY OF CHIEF OFFICERS

13.3.1 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC and other locally negotiated terms and conditions.

13.3.2 The cost of membership of one professional body being met by the Authority has been withdrawn following a review

13.3.3 The Council has a duty to appoint an Acting Returning Officer for specified elections and referendums. The Chief Executive has been appointed to this role in Ceredigion. An additional payment is made in recognition of extra responsibilities that are undertaken in relation to Local Election duties. The payment for undertaking Local Election duties is determined and agreed by the Council prior to each election. Returning Officer's fees for National elections and Referenda are determined and paid by either the UK or Welsh Government as appropriate.

13.4 PAYMENTS ON TERMINATION

13.4.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 (see Appendix D). This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and an enhanced redundancy payment of up to 45

weeks' pay would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

13.4.2 Any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers authorised to approve such payments by the Constitution.

13.4.3 Full Council will be required to approve any severance packages in excess of the current threshold determined by Welsh Ministers at £100,000. Members will be advised of any contractual or statutory elements of the severance package, along with the consequences of withholding these from an employment law context.

13.4.4 The UK Government has signalled its intention to impose a statutory cap on exit payments in the public sector. The Authority will review its policy on payments made on termination of employment to ensure compliance with any regulations that may be introduced to implement the cap on exit payments.

14. PAY RELATIVITIES WITHIN THE AUTHORITY

14.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 1 April 2020, this is £17,842, per annum. The Council may employ Apprentices [and other such Trainees] who may be paid at the relevant minimum wage as agreed within the Apprenticeship Scheme.

14.2 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out in this Policy Statement.

14.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median salary of the whole of the Authority's workforce.

14.4 The multiples of pay for Ceredigion County Council as at 1 March 2021 are currently as follows:

- The multiple between the lowest paid full time equivalent employee and the Chief Executive's maximum salary is **1:7.0**
- The multiple between the lowest paid employee and the average of the Chief Officers' maximum salary is **1:5.0**
- The multiple between the median full time equivalent earnings (excluding teachers) and the Chief Executive's maximum salary is **1:6.0**
- The multiple between the median full time equivalent earnings (excluding teachers) and the average of the Chief Officers' maximum salary is **1:4.3**

(Please note that the above multiples have been calculated on basic Full Time Equivalent (FTE) salary only)

15. INDEPENDENT REMUNERATION PANEL

- 15.1 Section 143A of the Local Government (Wales) Measure 2011 refers to the Independent Remuneration Panel in Wales ("the IRP") and sets out their functions in relation to remuneration of Chief Executives. The IRP may make recommendations about any policy referred to in this Pay Policy Statement which relates to the salary of the Council's Chief Executive and any proposed change to the remuneration of the Council's Chief Executive. The Council, will, as required, consult the IRP in relation to any change to the remuneration of the Chief Executive which is not commensurate with a change of the remuneration of the Council's other staff, and will have regard to any recommendation received from the IRP when deciding whether or not to proceed with making the change.
- 15.2 Section 39 of the Local Government (Wales) Act 2015 extended the duties of the Independent Remuneration Panel for Wales from 26 January 2016 to require that all local authority proposed chief officer changes in pay which are not 'commensurate with a change to the remuneration of the authority's other staff' be submitted to the IRP for their recommendation before the change is made, and that the authority have regard to any recommendation received from the IRP when deciding whether or not to proceed with the change. The Council consulted the IRP during 2018/19 regarding its proposed changes to Chief Officer remuneration. The IRP approved the proposal as submitted for the restructure of the senior management arrangements within the Council. The Council will continue to abide by these provisions and all references to Council processes for determining any aspect of chief executive or chief officer pay should be read as including this stage, where the relevant change is not 'commensurate with a change to the remuneration of the authority's other staff'.

16. PUBLICATION

- 16.1 Upon approval by the full Council, this statement will be published on the Council's website.
- 16.2 The Council will comply with its requirement under the Accounts and Audit (Wales) (Amendment) Regulations 2010 to include in its Annual Statement

of Accounts the required information in relation to those employees where the full time equivalent pay is at least £60,000 per annum.

17. ACCOUNTABILITY AND DECISION MAKING

- 17.1 In accordance with the Constitution of the Council, the Cabinet is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

18. PARTNERSHIP WITH TRADE UNIONS

- 18.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and/or allowances.

18. REVIEWING THE POLICY

- 18.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for citizens of Ceredigion. The Policy will be reviewed annually and reported to Council.

APPENDIX A

PAY SCALES FOR NJC EMPLOYEES

Last Pay Award: 1 April 2020 (shown below)

Next Pay Award Due: 1 April 2021 (pending)

Grade	Job Evaluation Score Band	Scale Point	Annual Salary (FTE)
Grade 2	200 – 294	1	£17,842
		2	£18,198
Grade 3	295 – 329	3	£18,562
Grade 4	330 – 364	4	£18,933
Grade 5	365 – 399	5	£19,312
		6	£19,698
Grade 6	400 – 434	7	£20,092
		8	£20,493
		9	£20,903
		10	£21,322
Grade 7	435 – 469	12	£22,183
		13	£22,627
		14	£23,080
		15	£23,541
		16	£24,012
Grade 8	470 – 504	18	£24,982
		19	£25,481
		20	£25,991
		21	£26,511
		22	£27,041
Grade 9	505 – 539	24	£28,672
		25	£29,577
		26	£30,451
Grade 10	540 – 579	28	£32,234
		29	£32,910
		30	£33,782
Grade 11	580 – 619	32	£35,745
		33	£36,922
		34	£37,890
Grade 12	620 – 659	35	£38,890
		36	£39,880

		37	£40,876
Grade 13	660 – 699	39	£42,821
		40	£43,857
		41	£44,863
		43	£46,845
Grade 14	700 – 739	44	£47,820
		45	£48,780
		47	£50,719
Grade 15	740 – 779	48	£51,685
		49	£52,655
		51	£54,782
Grade 16	780 – 1000	52	£55,878
		53	£56,995

APPENDIX B

CHIEF OFFICERS PAY SCALES

Last Pay Award: 1 April 2020 (shown below)

Next Pay Award Due: 1 April 2021 (pending)

CHIEF EXECUTIVE PAY SCALE

Grade	Scale Point	Annual Salary (FTE)
Chief Executive	1	£106,077
	2	£109,026
	3	£111,972
	4	£114,918
	5	£117,866

CORPORATE DIRECTOR PAY SCALE

Grade	Scale Point	Annual Salary (FTE)
Corporate Director	1	£97,294
	2	£99,559
	3	£101,822
	4	£104,086

CORPORATE LEAD OFFICER PAY SCALE

Grade	Scale Point	Annual Salary (FTE)
A1	1	£72,158
	2	£73,837
	3	£75,515
	4	£77,192
A2	1	£78,869
	2	£80,546
	3	£82,223
	4	£83,931

APPENDIX C

SOULBURY PAY SCALES

Last Pay Award: 1 September 2020 (shown below)

Next Pay Award Due: 1 September 2021 (pending)

EDUCATIONAL IMPROVEMENT PROFESSIONALS (EIPS)

Scale Point	Annual Salary (FTE)	Scale Point	Annual Salary (FTE)
1	£36,419	26	£67,257
2	£37,723	27	£68,419
3	£38,955	28	£69,597
4	£40,203	29	£70,777
5	£41,443	30	£71,956
6	£42,684	31	£73,124
7	£43,988	32	£74,311
8	£45,243*	33	£75,498
9	£46,705	34	£76,714
10	£48,009	35	£77,927
11	£49,295	36	£79,174
12	£50,541	37	£80,402
13	£51,951**	38	£81,642
14	£53,209	39	£82,866
15	£54,598	40	£84,089
16	£55,854	41	£85,318
17	£57,114	42	£86,546
18	£58,350	43	£87,773
19	£59,625	44	£89,006
20	£60,283***	45	£90,236
21	£61,549	46	£91,468
22	£62,653	47	£92,705
23	£63,867	48	£93,930
24	£64,957	49	£95,160
25	£66,121	50	£96,392

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 and motivate staff.

- * normal minimum point for EIP undertaking the full range of duties at this level
- ** normal minimum point for senior EIP undertaking the full range of duties at this level
- *** normal minimum point for leading EIP undertaking the full range of duties at this level
- **** extension to range to accommodate structured professional assessments.

EDUCATIONAL PSYCHOLOGISTS - SCALE A

Scale Point	Annual Salary (FTE)
1	£38,197
2	£40,136
3	£42,075
4	£44,012
5	£45,951
6	£47,889
7	£49,714
8	£51,538
9	£53,247*
10	£54,959*
11	£56,554*

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 AND PRINCIPAL EDUCATIONAL PSYCHOLOGISTS SALARY RANGE B

Scale Point	Annual Salary (FTE)
1	£47,889
2	£49,714
3	£51,538*
4	£53,247
5	£54,959
6	£56,554
7	£57,209
8	£58,433

9	£59,646
10	£60,880
11	£62,090
12	£63,323
13	£64,577
14	£65,790**
15	£67,061**
16	£68,318**
17	£69,585**
18	£70,850**

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 principal educational psychologist undertaking the full range of duties at this level

** Extension to range to accommodate discretionary scale points and structured professional assessments

ASSISTANT EDUCATIONAL PSYCHOLOGISTS

Scale Point	Annual Salary (FTE)
1	£30,166
2	£31,399
3	£32,630
4	£33,856

TRAINEE EDUCATIONAL PSYCHOLOGISTS

Scale Point	Annual Salary (FTE)
1	£24,541
2	£26,337
3	£28,131
4	£29,929
5	£31,724
6	£33,520

APPENDIX D



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

Under Regulation 7 of the Discretionary Compensation Regulations, each authority (other than an Admitted Body) is required to formulate and keep under review a policy which applies in respect of exercising their discretion in relation to:

Discretion	Regulation	Policy
To base redundancy/severance payments on an actual weeks pay where this exceeds the statutory weeks' pay limit.	5	To pay redundancy/severance/compensation based on actual pay
To award lump sum compensation of up to 104 weeks' pay in cases of redundancy/severance, termination of employment on efficiency grounds, or cessation of a joint appointment.	6	<p>Redundancy Release of pension benefits where age 55 attained at date of termination with statutory redundancy weeks uplifted by a factor of 1.5 (i.e. a maximum of 45 weeks). Such compensation to include statutory redundancy pay values. By election, individuals would be able to convert the difference between statutory redundancy and actual compensation awarded to purchase additional pension via GAD provided factors.</p> <p>Efficiency Termination Release of pension benefits only where age 55 attained by date of termination.</p> <p>Severance Where there is a mutual agreement for the release of an individual under the Council's Severance Scheme the Authority will use its discretion under Regulation 5 to give compensation payments based on actual salary. The discretionary severance payments will be based on the statutory redundancy ready reckoner with the</p>

		<p>number of week's entitlement based on age and Service, with a multiplier to be applied of 1.5, and limited to a maximum of 45 weeks. The voluntary severance payment is inclusive of the statutory redundancy payment. Where an individual has reached aged 55 they will also receive release of unreduced pension benefits built up to the date of termination. 2 years continuous qualifying service is required to access these compensation arrangements.</p>
<p>To award compensatory added years to a person aged 50 or over with 5 or more years membership (or notional membership) of the LGPS in cases of redundancy, termination of employment on efficiency grounds, or cessation of a joint appointment which occurred after 30th September 2006 and before 1st April 2007 (but only if employment had commenced pre 1st October 2006)</p>	<p>11(2)</p>	<p>Not to apply this discretion</p>