

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

17 FEBRUARY 2016

REPORT OF THE CORPORATE DIRECTOR - RESOURCES

FLEXIBLE RETIREMENT POLICY &

EARLY RETIREMENT ILL-HEALTH RETIREMENT AND REDUNDANCY POLICY

1. Purpose of Report

- 1.1 This report details a small number of proposed changes to the Flexible Retirement and Early Retirement, Ill Health Retirement and Redundancy Policy and recommends the adoption of the revised policy.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The action necessary under employment and pension legislation meets the Council's statutory duties in respect of equalities.

3. Background

- 3.1 This Flexible Retirement policy was adopted by Cabinet on 22nd June 2010 and the Early Retirement, Ill Health Retirement and Redundancy Policy was adopted by Cabinet on 3rd March 2009.

4. Current Situation/Proposal

- 4.1 It The Flexible Retirement Policy and Early Retirement, Ill Health Retirement and Redundancy Policy require some amendments following the changes in pension regulations.
- 4.2 It is proposed that the Early Retirement, Ill Health Retirement and Redundancy Policy is amended to incorporate the option to allow employees (under the 85 year rule) who are aged *under* 60 to apply for early retirement. Early retirement will only be allowed if this would be of benefit in terms of service delivery to the Council, as determined on the merits of the individual application by the VER Panel.
- 4.2 It is proposed the Flexible Retirement Policy is amended to include a specified reduction of a minimum of 40% in working hours.
- 4.3 Trade union colleagues have been consulted on the proposed amended policies. GMB and Unite have confirmed their agreement whilst confirmation of Unison's position is awaited."

5. Effect upon Policy Framework & Procedure Rules

5.1 This report proposes to revise the Flexible Retirement and Early Retirement, Ill Health Retirement and Redundancy Policy and the amended versions are attached at appendix 1 and 2.

6. Equality Impact Assessment

6.1 The policy has been subject to initial equality impact screening.

7. Financial Implications

7.1 There are no financial implications as a result of amending the Flexible Retirement Policy. In relation to the Early Retirement, Ill Health Retirement and Redundancy Policy there will be no additional financial cost to the Council.

8. Recommendations

8.1 It is recommended that Cabinet approve the revised the Flexible Retirement and Early Retirement, Ill Health Retirement and Redundancy Policy as appended to this report

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Date 10 FEBRUARY 2016

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Background documents - None