

PERSONNEL COMMITTEE – 26TH NOVEMBER 2009

EXECUTIVE SUMMARY SHEET – PART I

Title of Report:

Proposed Flexible Retirement Policy

Author(s):

Joint report of the Executive Director of Financial Resources and the Director of Human Resources & Organisational Development.

Purpose of Report:

The purpose of this report is to establish the Council's policy on flexible retirement.

Description of Decision:

Personnel Committee is requested to approve the Council's policy on flexible retirement as set out in this report.

Suggested reason(s) for Decision:

It is a requirement of the Local Government Pension Scheme (LGPS) (Administration) Regulations 2008 that "Each employing authority must prepare a written statement of its policy in relation to the exercise of its functions". Thus employers must make, and keep under review, employer discretions which govern how the pension scheme rules will be applied by the employer. A new provision of flexible retirement was introduced under Regulation 18 of the LGPS (Benefits, Membership and Contributions) Regulations 2007. The Council is required to formulate, publish and keep under review its policy on flexible retirement.

Alternative options to be considered and recommended to be rejected:

No alternative options are considered appropriate, with the exception of the comments contained within the body of the report.

Is this a "Key Decision" as defined in the Constitution?
No

Relevant Review Committee:
Management Scrutiny Committee

Is it included in the Forward Plan?
No

