

SUBJECT:	Harmonised Flexible Retirement Policy
REPORT OF:	Bob Smith, Chief Executive
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WARD/S AFFECTED	N/A

1. Purpose of Report

To seek Joint Staffing Committee approval of the Harmonised Flexible Retirement Policy.

RECOMMENDATIONS

1. That the Harmonised Flexible Retirement Policy be adopted, subject to comments and amendments made by Members;
2. That authority be delegated to the Chief Executive to undertake any minor amendments following the outcome of the staff consultation or future legislative changes.

2. Reasons for Recommendations

Pension discretions were approved by the JSC at the meeting on 3rd July 2017. These discretions consequently need to be reflected in a harmonised Flexible Retirement Policy.

3. Content of Report

3.1 The attached draft policy fundamentally reflects the existing Chiltern DC and South Bucks DC policies, updated in terms of reflecting the pension discretions agreed by JSC in July.

3.2 One substantive change to existing policy is proposed, and that is to include a minimum reduction in pay upon retirement of 20% by means of reduction in hours or grade. This is equivalent to a full time employee reducing their working week by one day. Under current SBDC and CDC policies there is no minimum reduction in pay required.

3.3 By way of comparison with other local Councils,

WDC policy requires "continuing to work, though in a reduced role in terms of scale, scope and/or working hours and usually involving a reduction in salary of between 30% and 60%"

BCC policy is "that your pensionable salary must reduce by a minimum of 30% and a maximum of 60% either through reduced hours or grade."

AVDC policy states "the reduction in hours or salary is at employers consent & subject to organisational needs".

3.4 Flexible retirement is a popular option among our workforce and there are currently 19 people working for us who have 'flexibly retired' (14 at CDC, 5 at SBDC). There are usually around 4 or 5 requests for flexible retirement made each year.

3.5 Flexible retirement is advantageous to the organisation in terms of being able to retain the skills and knowledge of experienced members of staff, and is particularly useful for supporting succession planning in specialist roles. It is also beneficial to individuals who are able to make a gradual, planned transition from work to full retirement and adjust their work-life balance.

4. Consultation

Employees and UNISON will be consulted about this policy for 4 weeks.

5. Corporate Implications

None.

6. Links to Council Policy Objectives

Consistency and fairness is key in building and maintaining effective employee relations and therefore we are continuing to harmonise policies and practices across the shared workforce.

7. Next Step

Employee and UNISON consultation.

Background Papers:	None.
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