

**Report of the Chief Executive**

**FLEXIBLE RETIREMENT POLICY**

1. Purpose of report

To consider amendments to the Flexible Retirement Policy.

2. Detail

The Council recognises the importance of supporting employees into retirement and offers flexible retirement where a business case supports the request.

The options are governed by the rules of the Local Government Pensions Scheme (LGPS) and this includes:

- Employees must be existing Members of the LGPS
- Employees must be 55 or over
- Reducing working hours by 40% (e.g. 37 to 22 hours per week): or
- Moving into a lower graded role.

The existing policy has been reviewed and streamlined in an easier, more concise format that clearly outlines the options available to employees and the Council when considering flexible retirement options.

The updated policy also clearly outlines the request and approval process along with the appeal option to GMT if necessary.

The revised policy is included at appendix 1 and the existing policy is included at appendix 2.

**Recommendation**

**The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee amendments to the Flexible Retirement Policy.**