

TONBRIDGE & MALLING BOROUGH COUNCIL

GENERAL PURPOSES COMMITTEE

26 June 2017

Report of the Director of Central Services

Part 1- Public

Delegated

1 AMENDMENTS TO THE FLEXIBLE RETIREMENT POLICY

Summary

This report requests Members to agreed amendments to the Flexible Retirement Policy.

1.1 Introduction

1.1.1 In order to comply with the provisions of the Pension Scheme Regulations, a Flexible Retirement Policy was created in 2014.

1.1.2 In the light of recent experience of operating the policy, it is felt appropriate to make some amendments to the policy to ensure that employees are fully informed concerning the operation of the policy.

1.1.3 The revised policy is at Attachment 1 and the amendments include: the note at 3:4 that such arrangements must commence on the 1st of any month; and the inclusion of paras 3:7 and 3:8.

1.2 Legal Implications

1.2.1 There are no direct legal implications.

1.3 Financial and Value for Money Considerations

1.3.1 There are no direct financial considerations.

1.4 Risk Assessment

1.4.1 The amendments to the Flexible Retirement Policy are to ensure transparency and reduce the risk of the policy being wrongly interpreted.

1.5 Equality Impact Assessment

1.6 The decisions recommended through this paper have a remote or low relevance to the substance of the Equality Act. There is no perceived impact on end users.

1.7 Policy Considerations

1.7.1 Human Resources

1.8 Recommendations

1.8.1 It is recommended that the amendments to the Flexible Retirement Policy be agreed.

Background papers:

contact: Charlie Steel

Nil

Ext.6015

Adrian Stanfield
Director of Central Services