

## REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE

(Meeting held on 6 March 2015)

### 1. FLEXIBLE RETIREMENT (REPORT A) (MINUTE NO. 31)

The Committee has considered a proposed amended policy on flexible retirement which was planned to be effective from 1 May 2015.

Flexible retirement allowed individuals aged 55 and over to make a request to the Council to reduce their hours or grade (by 40%) and draw down their pension. By taking up the reduced hours they also had the option of re-joining the pension scheme.

The current policy had been introduced in 2008 and the aim of the review was to achieve improved management control and aid succession planning, whilst providing flexibility to adapt to changing circumstances.

The Industrial Relations Committee had considered and supported the proposals.

The Committee supported the proposals.

#### **RECOMMENDED:**

***That the proposed amended flexible retirement policy detailed in section 4 of Report A to the Committee be approved and implemented from 1 May 2015.***

**Cllr G C Beck  
Chairman**