

Personnel Panel – 28 May 2008**DRAFT POLICIES FOR FLEXIBLE RETIREMENT AND THE COUNCIL'S DISCRETIONS REGARDING PENSION PAYMENTS****Report of The Payroll Manager**

Statutory Powers: Local Government Pension Scheme Regulations 2008.

Financial Implications: None

Purpose:

To inform Members of certain changes in the Local Government Pension Scheme Regulations 2008; which requires the Council to adopt policies for Flexible Retirement and the Discretionary Powers. Consideration of this item relates to Corporate Priority 6 – “Improve core service provision in a cost effective way.”

RECOMMENDATION

That, subject to consultation with the unions, the Personnel Panel be RECOMMENDED to:-

- **Approve the Flexible Retirement Policy; and**
- **Adopt the Discretionary Powers Policy.**

Background

Under the Local Government Pension Scheme (Benefit) Regulations 2008, as an employing authority South Hams District Council is required to make a policy on a number of discretions.

Flexible Retirement Policy

The Flexible Retirement Policy applies to all employees who are in the Local Government Pension Scheme, have been a member for at least 3 months or have transferred from another pension scheme, and are aged 55 or over, with effect from 1 April 2008.

This Policy has been developed in line with the Local Government Pension Scheme. It is intended to meet the requirements of the Employment Equality (Age) Regulations 2006.

It provides an opportunity for employees, providing they meet the criteria, to make changes to their working lives, enabling the Council to retain valuable skills and experience. Whilst the Council is committed to providing a balance between employees' professional and personal lives, this must be considered alongside the Council's duty to maintain service delivery.

The Flexible Retirement Policy is attached as **Appendix A**

Financial Implications

If on consideration of the request for flexible retirement there are likely to be financial implications to the Council, the policy recommends that it be refused.

Discretions

This policy is in relation to the Administration and Benefit Regulations, which covers the discretionary powers of the Council. See **Appendix B and C**.

Appendix C highlights the regulations that have been removed.

Risk Assessment

Risk	Mitigation
Discrimination	The Council ensures that fair procedures are in place and that the policy applies to all employees who are in the LGPS and meet the criteria.

Conclusion

Under the Local Government Pension Scheme Regulations 2008, the Council is required to adopt the aforementioned policies.

Andrea Elliott
Payroll Manager (Shared Service)

Personnel Panel
28 May 2008

Background Documents:

Local Government Pension Scheme (Administration and Benefit) Regulations 2008