



RECORD OF DECISION TAKEN UNDER DELEGATED POWERS OUTLINED IN THE CONSTITUTION – Part 3 Section 16

DELEGATED OFFICER DECISION TAKEN BY: PORTFOLIO AREA:

David Fairclough - Director of HR, Legal and Governance

ALL

SUBJECT: Flexible Retirement Policy

1. DECISION

The Director of HR, Legal and Governance is asked to approve the revised Flexible Working Policy.

2. REASON FOR DECISION

The Flexible Retirement Policy has been updated to ensure that it is fit for purpose and up to date in line with employment legislation and best practice.

3. BACKGROUND

The Flexible Retirement Policy has been updated to reflect Local Government Pension Scheme changes regarding the phasing out of the 85 year rule.

Key Issues

The 85 year rule was removed with effect from October 2006. Active members on 30th September 2006 retained some protections against the removal of the 85 year rule.

- Benefits in respect of membership before April 2008 will be calculated in accordance with the 85 year rule.
- For members aged 60 before 1st April 2020 benefits in respect of membership between April 2008 and March 2020 will be tapered, with greater protection given to those who would achieve the 85 year rule earlier.

The policy has also been updated to reflect changes to the State Pension Age from 65 to 66 by 2020.

The policy has been approved at LJNCC on Friday 25th January 2019.

4. OPTIONS CONSIDERED AND REJECTED

N/A

5. DECLARATION OF INTEREST

All Declarations of Interest of the officer with delegation and the any Member who has been

consulted, and note of any dispensation granted should be recorded below:

None

VERSION: 4.0

CONTACT OFFICER: Sally-Ann Wolstenholme

DATE: 22nd February 2019

BACKGROUND DOCUMENTS: Flexible Retirement Policy

Signed:



Director of HR, Legal & Governance

Date: 25/02/2019