

Meeting: Council
Date: Wednesday 21 July 2010
Subject: Flexible retirement policy
Report of: Councillor Tester on behalf of the Cabinet

The Council is asked to consider the minute and resolution of the Cabinet meeting held on 14 July 2010 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. Copies may be seen on the Council's website at:
<http://www.eastbourne.gov.uk/council/meetings/cabinet/>

The Council is recommended to:-

Approve the updated policy and confirm that the power to agree to a flexible retirement arrangement be delegated to the relevant chief officer in consultation with the Head of Human Resources.

**Minute Extract
CABINET 14 July 2010**

***42 Flexible retirement policy** (Cabinet, 8 July 2009, page 62. minute 40).

42.1 Cabinet considered the report of the Head of Human Resources reviewing the operation of the policy over the last two years. To date 2 individuals had taken advantage of the policy which provided for the early release of pension whilst allowing the employee to continue working for the Council but with reduced hours and/or in a different job at a lower salary. Applications were dealt with on their merits and needed to be supported by a business case demonstrating benefits to the Council as well as the individual. The current policy had also been reviewed and minor revisions had been made. A copy was appended to the report.

*42.2 **Resolved:** (1) That activity under the policy during the last 2 years be noted.

(2) That the Council continues to support the use of flexible retirement as part of the suite of flexible working policies supporting delivery of change.

(3) That full Council be asked to approve the updated policy and confirm that the power to agree to a flexible retirement arrangement be delegated

to the relevant chief officer in consultation with the Head of Human Resources.

For a copy of the report please contact Local Democracy at the Town Hall, Eastbourne, BN21 4UG. Tel. (01323) 415022 or 415023.
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