

**Report of the Chief Constable to the Chair and Members
of the Policy & Resources / Corporate Development Panel
7th May 2009**

Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable

Status: For decision

Flexible Retirement - Police Staff

1. Purpose

- 1.1 The Force has received a request for flexible retirement from a member of staff who wishes to commence flexible retirement as soon as possible.

2. Recommendations

- 2.1 It is requested that Members consider the request.
- 2.2 It is recommended that the request is not approved due to the cost and lack of efficiency savings.

3. Reasons

- 3.1 Flexible Retirement was introduced into the Local Government Pension Scheme in April 2006 as a discretionary provision which allows employees, with the employer's consent, to reduce their hours or move to a lower graded position and withdraw the pension benefits already accrued. Employees can also continue to pay into the LGPS under flexible retirement in order to accrue further benefits.
- 3.2 By enabling the Flexible Retirement process to be applied to a potentially wider group of employees it will support the retention of employees nearing the default retirement age and would ensure a more diverse range of skills and abilities are retained with the Force for a longer than anticipated period of time.

- 3.3 Cleveland Police's statement of policy in relation to Flexible Retirement is as follows: *Applications will be approved only where there are operational and financial grounds for doing so. Cleveland Police will only agree to waive any reduction to benefits if there is a clear operational and/or financial advantage to Cleveland Police. Cleveland Police must also have the ability to fund costs.*
- 3.4 In June 2008, the Policy and Resources/Corporate Development Panel of the Police Authority also agreed to delegate to the Chief Constable, decisions relating to Flexible Retirement requests which have no cost or associated financial cost implications up to the value of £1,000 per case. Any request beyond this limit requires the approval of this panel.
- 3.5 The Force has now received a flexible retirement request from an employee who wishes to reduce their hours by 14.5 per week at a cost of £8,958 to the Force. There are no operational or financial benefits to the Force of approving this request, as all hours reduced will need to be filled.

4 Implications

4.1 Finance

The cost of approving this Flexible Retirement request would be £8,958. This is not budgeted for within the long term financial plan and there are no efficiency savings to offset such costs.

4.2 Diversity & Equal Opportunities

There are no diversity or equal opportunity implications arising from this report.

4.3 Sustainability

The hours reduced are still required to ensure that the present levels of service are retained.

4.4 Risk

There are no risk implications arising from this report.

5 Conclusions

- 5.1 It is recommended that the Police Authority consider this application for flexible retirement. However, due to the cost and the lack of efficiency savings the application is not supported.

Sean Price
Chief Constable