

**Report of the Chief Constable to the Chair and Members
of the Human Resources & Diversity Panel
8th October 2009**

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

Status: For approval

Flexible Retirements - Police Staff

1. Purpose

- 1.1 The Force has received a request from a member of staff who works within the Criminal Justice Unit at Middlehaven. The applicant has due to a period of ill health requested that she be granted flexible retirement as she is now unable to work full time, and is only able to achieve 32.5 hours per week.

2. Recommendations

- 2.1 It is recommended that Members consider the request from this member of police staff who wishes to commence flexible retirement on 1st November 2009 or as soon as possible thereafter. The Police Authority in June 2008 agreed to delegate to the Chief Constable, any future decisions relating to Flexible Retirement requests which may have associated financial cost implications up to the value of £1,000 per case.
- 2.2 In this particular case the costs would exceed £1,000 hence Police Authority approval is required if the request were to be supported.

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 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.

- 3.3 To date applications for Flexible Retirement have not been approved where there has been a cost to the Force. Those individuals willing to take actuarially reduced benefits, where there is normally no cost to the Force, have been able to take flexible retirement.

4. Implications

4.1 Finance

The cost of approving this Flexible Retirement request would be £61,984.21 which is beyond the currently approved level of delegation.

4.2 Diversity & Equal Opportunities

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.

4.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

In this particular case the Criminal Justice Unit would require the 18.5 hours no longer being worked by the applicant to be filled to ensure that the present levels of service remain hence there are no efficiency savings to off-set the costs.

4.5 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 costs associated with it and the fact that no-efficiency savings are available, the Force does not support the application.

Sean Price
Chief Constable

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