

Cabinet Meeting - 21st June 2004

Briefing Note on Premature Retirement

At its meeting on 26 May, 2004 the Employees' (Retirements) Committee considered a number of proposals for early retirement of schools employees.

Concerns were expressed at the meeting regarding the level of compensation awarded to employees under existing policy and the decision making cycle with regard to early retirements in schools. The matter was referred to the Cabinet for consideration in the light of consultation with Scrutiny and the trades unions.

Separately, at the Employees' Consultative Forum, the trades unions drew Members attention to occurrences in the Council where retiring employees returned immediately after leaving in an agency or consultant role and an undertaking was given that the matter would be looked at.

Members may wish to note that the Council has been commended by the Audit Commission for its effective redeployment policy and restrictions upon early retirement for redundancy and chronic illness.

However, in view of these two references, Members are advised that a Cabinet Group had been established late last year to review the Council's policies and practices in relation to early retirement and redeployment. The outcomes of this Group have not yet been reported back to Cabinet due to the long-term absence of the Working Group Chair. Members are asked whether they wish to reconvene the Working Group and ask that it consider the latest issues raised as part of its ongoing work and include them in a future report to Cabinet.

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