

<b>REPORT REFERENCE NO.</b>	HRMDC/19/4
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT &amp; DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>18 MARCH 2019</b>
<b>SUBJECT OF REPORT</b>	<b>REQUEST FOR RETIREMENT &amp; RE-EMPLOYMENT</b>
<b>LEAD OFFICER</b>	<b>Director of Service Improvement</b>
<b>RECOMMENDATIONS</b>	<b><i>That the request for retirement &amp; re-employment as identified in paragraph 2.3 of this report be approved.</i></b>
<b>EXECUTIVE SUMMARY</b>	The Authority has an approved Pay Policy Statement for 2019/20 in accordance with the requirements of the Localism Act 2011 and which sets out the arrangements for consideration of any requests for re-employment of employees following retirement. This report sets out a specific request for approval.
<b>RESOURCE IMPLICATIONS</b>	As indicated in the report – see paragraph 2.4.
<b>EQUALITY RISK &amp; BENEFITS ASSESSMENT</b>	The Retirement & Re-Employment Policy has had an equalities impact assessment.
<b>APPENDICES</b>	Nil.
<b>LIST OF BACKGROUND PAPERS</b>	Authority approved Pay Policy Statement for 2019-20

## **1. INTRODUCTION**

- 1.1 The Authority's Pay Policy Statement for 2019-20 sets out the arrangements for consideration of any requests for re-employment of employees following retirement. The re-employment of any employee (up to up to Area Manager or non-uniformed equivalent) who has retired will be subject to approval by the Human Resources Management & Development Committee (the Committee).
- 1.2 The Pay Policy states that The Authority will, in principle, allow the re-employment of employees who have retired, subject to a break in service of at least one month, because it is recognised that this often represents an effective way of retaining specialist knowledge and skills without any increase in cost to the Authority (and noting that costs to the Pension Scheme are no more than would be the case for normal retirement).
- 1.3 The Pay Policy also notes that the Fire & Rescue National Framework for England, published by the Home Office in May 2018, sets out that "fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety". In this context, "principal fire officers" refers to those officers at Area Manager and above, or those with comparable responsibilities to those roles. The Fire & Rescue National Framework also states that fire and rescue authorities should "have regard to this principle when appointing at any level".
- 1.4 The Service Executive Board has considered the request for retirement and re-employment set out in this report and considers that this case is in the interests of public safety from the perspective of maintaining stability in leadership within the Plymouth area in delivering the Fire & Rescue Plan, with particular attention required for key external partnerships including HM Naval Base Devonport, the Port of Plymouth and Plymouth City Council. Furthermore, this approval of this request will enable succession planning following the next Group Manager promotion process in 2019.

## **2. RETIREMENT AND RE-EMPLOYMENT**

- 2.1 The Service policy on retirement & re-employment is linked to workforce planning arrangements. Retirement and re-employment provides us with certainty for the leave date for these employees whilst at the same time providing a suitable rate of staff turnover. It also provides a transition for the employee from full employment into retirement and this can be particularly beneficial where the Firefighter moves to a job share position.
- 2.2 The 1992 Firefighters Pension Scheme provides for employees to receive their maximum pension benefits after 30 years' service. However, as there is no longer a fixed age for retirement it is difficult to predict precisely when individuals are likely to leave the Service. The use of retirement and re-employment opportunities encourages individuals to commit to an end retirement date, giving the Service more control over actual retirement and natural turnover. Through this process, employees have a one month break in service before returning on a fixed-term contract either on a full-time basis or as a job share.
- 2.3 The Service has received expressions of interest from several employees for retirement and re-employment but at present this is the only request that is being recommended to this Committee for approval:

Role	Position	Station/Dept	Interested in Job Share	Decision
Group Manager	Group Commander	Service Delivery	No	FTC for up to 2 years

- 2.4 There are no additional financial costs for the organisation since this employee has reached the point at which they can retire and are therefore entitled to receive their pension lump sum on retirement. If re-employed, the pension payments are abated. This gives the Service certainty as to a leaving date, supports the natural turnover of staff and in the case of the Firefighters' Pension Scheme 1992 enables employees to cease contributing to the scheme when they have reached their maximum accrual of pension benefits i.e. 30 years' Service.
- 2.5 It should be noted that the Treasury regards the cessation of pension contributions as a net loss to the public purse because they put a strain on the cost of pensions; the argument being that any new employee in these positions would most likely be paying pension contributions and the employer likewise.

**ASSISTANT CHIEF FIRE OFFICER PETE BOND  
Director of Service Improvement**