

<b>REPORT REFERENCE NO.</b>	<b>HRMDC/19/8</b>
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT &amp; DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>10 JULY 2019</b>
<b>SUBJECT OF REPORT</b>	<b>REQUESTS FOR RETIREMENT &amp; RE-EMPLOYMENT</b>
<b>LEAD OFFICER</b>	<b>DIRECTOR OF SERVICE IMPROVEMENT</b>
<b>RECOMMENDATIONS</b>	<i>That the requests for retirement &amp; re-employment as identified in paragraph 2.3 of this report be approved.</i>
<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>	Retirement and re-employment provides the Service with certainty for the leaving date for eligible employees, which assists with workforce planning and the implementation of the Authority's Safer Together change programme.
<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>	DSFRA 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 and Development Committee (the Committee).
- 1.2 The Pay Policy Statement provides 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 Statement also makes reference to the Fire and Rescue National Framework for England ("the Framework"), published by the Home Office in May 2018. The Framework 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 Officers refers to those officers at Area Manager and above, or those with comparable responsibilities to those roles. The Framework also states that fire and rescue authorities will "have regard to this principle when appointing at any level".
- 1.4 The Service's Executive Board has considered the requests for retirement and re-employment set out in this report and would support their approval as being necessary in the interests of public safety.

## **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 considered expressions of interest from two employees for retirement and re-employment and these are now recommended to the Committee for approval. From the perspective of maintaining qualified Specialist Rescue staff at Bridgwater the Service would wish to retain the existing Watch Manager since there is an extended qualification time for these specialist skills and from a workforce planning perspective this will enable the Service to have a successor in place. For the Firefighter at Greenbank, the application is based on the Firefighter undertaking a job-share position which will create a full-time vacancy.

Role	Position	Station/Dept	Interested in Job Share	Decision
Watch Manager	Watch Manager	Bridgwater	No	FTC for 1 year, with the option to extend for a maximum of a further twelve months
Firefighter	Firefighter	Greenbank	Yes Job Share partner available	FTC for up to 1 year

FTC – Fixed Term Contract

- 2.4 There are no additional financial costs for the organisation since this employee has reached the point at which they can retire and is 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.

**ACFO PETE BOND**  
**Director of Service Improvement**