

<b>REPORT REFERENCE NO.</b>	<b>HRMDC/21/3</b>
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT &amp; DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>3 MARCH 2021</b>
<b>SUBJECT OF REPORT</b>	<b>APPLICATIONS FOR RETIREMENT &amp; RE-EMPLOYMENT</b>
<b>LEAD OFFICER</b>	<b>Deputy Chief Fire Officer</b>
<b>RECOMMENDATIONS</b>	<i>That the applications for retirement &amp; re-employment as identified in paragraph 2.4 of this report be approved.</i>
<b>EXECUTIVE SUMMARY</b>	The Authority has an approved Pay Policy Statement for 2020/21 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 specific requests for approval from two operational members of staff.
<b>RESOURCE IMPLICATIONS</b>	None.
<b>EQUALITY RISK &amp; BENEFITS ASSESSMENT</b>	The Retirement & Re-Employment Policy has had an equalities impact assessment.
<b>APPENDICES</b>	Nil
<b>BACKGROUND PAPERS</b>	DSFRA Pay Policy Statement for 2020/21

## **1. INTRODUCTION**

- 1.1 The Authority's Pay Policy Statement for 2020/21 sets out the arrangements for consideration of any requests for re-employment of employees following retirement. The re-employment of any employee (up to Area Manager or non-uniformed equivalent) who has retired will be subject to approval by of the Human Resources Management and Development Committee (the Committee).
- 1.2 The Pay Policy Statement sets out 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 notes that the Fire and 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 Officers refers to those officers at Area Manager and above, or those with comparable responsibilities to those roles. The Fire and Rescue National Framework also states that fire and rescue authorities will "have regard to this principle when appointing at any level".
- 1.4 For staff within the Local Government Pension Scheme, where an individual is re-employed on the same terms and conditions as previously, the same abatement rules as apply to those within the Fire Fighters Pension Scheme will be applied. However, the Authority's policy on Pension Discretions refers to flexible retirement and states that this "may be subject to abatement during such time as the individual remains employed by the Service". This allows the Authority to use flexible retirement opportunities where key employees may wish to continue working as they get older but step down in grade or reduce their working hours. This can be beneficial to the Authority in retaining key skills, knowledge and experience whilst also reducing costs.
- 1.5 The Service's Executive Board has considered the applications for retirement and re-employment set out within paragraphs 2.2 and 2.3 of this report and considers that the requests are beneficial in helping to retain key skills whilst seeking to bring in new staff through a planned succession process.

## **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.

2.2 An application has been received from a Station Manager at Yeovil for retirement and re-employment. Currently, Yeovil Response Group has 3 substantive Station Managers (Operational Readiness Managers) including the applicant. However, one of those is currently off sick (Long Covid) and is looking to be covered on a temporary basis with another Temporary Station Manager (Flexi Duty Officer) in the short term. One other Operational Readiness Manager is seconded currently to a Service Headquarters post for a period that is likely to be between 12-18 months and this is currently filled with a Temporary Station Manager (non Flexi Duty Officer). Therefore, in order to secure a more stable position knowing that the applicant could retire at any time giving a months' notice, the granting of this application for retirement and re-employment would offer better forecasting and subsequent succession planning for the Yeovil Response Group. The applicant has many years of both operational and managerial experience that, as and when newly promoted Station Managers are allocated to the Yeovil Group, this experience can be cascaded and used for sound development.

2.3 A further application has been received from a Watch Manager at the Academy for retirement and re-employment. The Quality Assurance role within the Academy is specialised which takes a long period to develop into and new staff time to aquire the necessary qualifications for the role. The development of new Internal Quality Verfier Awards (IQA's) takes time and re-employment of this individual will allow the current workloads to be supported as new staff are developed. This application will also allow the retention of capacity to support the establishment and subsequent management of the Learning and Development programme, including supporting the apprenticeship requirements which will be invaluable. It will allow time and capacity also for the establishment of the function within the Academy and for the development of a successor.

2.4 The requests for retirement and re-employment are as summarised in the table below:

<b>Role</b>	<b>Position</b>	<b>Station/Dept.</b>	<b>Decision</b>
Station Manager	Operational Readiness Manager	Yeovil	FTC for up to 1 year as per current contract as ORM from 1 <sup>st</sup> May 2021
Watch Manager	IQA Team & L&D Lead	Academy	FTC for up to 1 year (21 hours per week) from 1 August 2021

2.5 These applications give the Service certainty as to leaving dates, supports the natural turnover of staff and enables the Service to succession plan for the future.

**JOE HASSELL**  
**Deputy Chief Fire Officer**