

Personnel Panel

PROPOSED POLICY – RETIREMENT

EXECUTIVE MEMBER: Cllr N Williams
LEAD OFFICER: Len Glead, Human Resources Manager
REPORT AUTHORS: Tracey Emerson, Temporary Human Resources Officer
Len Glead, Human Resources Manager

Summary: This report makes proposals to formalise the Council's Retirement Policy following changes to legislation on age discrimination.

Recommendation:	1. That members agree or amend the proposed policy.
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Impact on delivering Corporate Plan Objectives: None directly

Financial and human resource implications: This is a legal requirement

Project & Risk Management: Not applicable.

Key Decision Status

- **Financial:** No
- **Ward:** None

Other Ward Implications: None

1. INTRODUCTION

1.1 Background Information

1st of October 2006 saw the introduction of the Employment Equality (Age) Regulations 2006 which is the latest addition to the range of anti-discrimination legislation bringing age into the same category as sex, religion and belief, disability, gender and race.

1.2 All Councils are now required to have a Retirement Policy which addresses the legislation.

2. Draft Policy

2.1 The proposed draft policy is attached as Appendix 1.

3. Recommendation

3.1 The Panel is requested to agree or amend the proposed policy.

List of Appendices

Appendix 1 Retirement Policy

List of Consultees:

Managers Group
Union Representatives