

**ANNUAL PERFORMANCE REPORT ON RETIREMENTS AND REDUNDANCIES
(Director of Corporate Services – Human Resources)**

1 PURPOSE OF REPORT

- 1.1 The Council produces an annual report to outline its current policy on severance issues and explain any potential for change, to show the capital costs and savings on early retirements/redundancies and to report on ill health retirements. The Council has been doing this since 1999 so, in line with established practice, this report summarises the Council's performance during the last financial year i.e. 1/4/14 to 31/3/15.

2 SUPPORTING INFORMATION

PENSION CHANGES

- 2.1 Previous reports to the Employment Committee described the changes to the Local Government Pension Scheme (LGPS) from April 2014.

These have been active for over a year and were widely communicated to staff, an approach which included 3 pension surgeries for staff which were provided by experts from the Berkshire Pension Fund.

As the Regulations are now firmly in place, there are no matters to bring to Employment Committee in this report.

Members will be aware that the 2014 Regulations, however, did remove their eligibility to enter the LGPS as well as removing their right to remain in the scheme on re-election. This was communicated by the Berkshire Pension Fund in April 2014.

The Berkshire Pension Fund have now been formally informed of those Councillors who were in the LGPS and are no longer eligible to remain in the scheme.

Unrestricted

3 ANNUAL REVIEW OF ILL HEALTH RETIREMENTS AND REDUNDANCIES

- 3.1 The following information captures statistics from the last year (2014/2015) and compares them to previous periods.

The numbers of Ill Health Retirements and Redundancies over the age of 55 over the last 3 years are as follows:

	2012/2013	2013/2014	2014/2015
Ill Health	2	5	5
Redundancy (Over 55)	6	11	3
Total	8	16	8

The Employment Committee has received a detailed report on the business case to enact the redundancies & early retirements (including the savings accrued) and approved accordingly.

3.2 Ill Health Retirements

The total number of employees leaving as the result of ill health retirements (IHR), including schools, has remained the same in 2014/2015, and still remains at a low level because of two key factors:

- early intervention and robust management by Occupational Health.
- the process to obtain retirement on medical grounds has become very stringent

3.3 Redundancies (over the age of 55)

The number of those employees over 55 made redundant, who had access to their pension, decreased in 2014/15 compared to the previous year. This reflects a year where the number of restructures reduced, which has meant the need to enact redundancies has remained low.

4 EQUALITIES IMPACT ASSESSMENT

- 4.1 No adverse equalities impact as the current policy on discretions is constructed on a fair and equitable basis and applies to all employees. The policy has been the subject of an Equalities Impact Assessment. Each restructure is also subject to an Equalities Screening process which has no identified any adverse impact.

5 STRATEGIC RISK MANAGEMENT ISSUES

- 5.1 Identified in the individual reports to the Employment Committee where recommendations on redundancies / early retirements are made.

Background Papers

None

Contact for further information

Unrestricted

Tony Madden 01344 352062
Tony.madden@bracknell-forest.gov.uk