

EX87. Referral from Corporate Partnership Forum

The Executive considered a report by the Director of Corporate and Housing Services which sought approval for the immediate implementation of three revised policies which had been referred from the Corporate Partnership Forum. The policies were:-

- (1) Adverse Weather Policy
- (2) Retirement (Teaching and Non-Teaching) Policy
- (3) Local Government Pension Scheme (LGPS) – Employer Discretions

Adverse Weather Policy

The Adverse Weather Policy had been revised and reformatted to make it easier to read and understand. A copy of the updated policy was attached to the report. The policy has been updated to include:-

- Explanation of the potential impact of different weather warnings on Council operations
- Guidance in relation to school closures due to adverse weather
- Additional guidance regarding communication during adverse weather.

Retirement Policy (Non Teaching and Teaching Employees)

The retirement policies had been updated to take account of changes to the LGPS and the Scottish Teachers Pension Scheme. Copies of the revised policies were attached to the report. The policies had been simplified and reformatted to make them easier to use with clearer section headings and use of plain English, as well as hyperlinks instead of appendices. Both policies also provided clearer guidance on re-employment.

In line with the Regulations additional information had been included in the policy for non teachers on the ability to retire from age 55 without employer consent.

Local Government Pension Scheme – Employer Discretions

A new version of the LGPS had been introduced with effect from 1st June 2018 and applied to all existing active members on 1st June 2018 and to all new members joining thereafter. The Regulations of the LGPS required all scheme employers to prepare and publish a written statement indicating how they intended to exercise their discretionary powers in a number of areas.

The proposed changes were explained in the discretions policy attached to the report. The main change to the scheme was that members aged 55 or over could take immediate payment of their benefit without requiring employer consent but with the benefits being actuarially reduced. One further change was in relation to the waiving of actuarial reduction. As all individuals had the right to take benefits at 55 the proposal was to simplify the regulation so that each member was treated on an equal basis removing the exceptional compassionate circumstance provision.

The annual severance report was also provided as an appendix to the report and included a summary of the numbers, costs and savings attached to early retirements in 2017/18.

Decision

The Executive:-

- (1) approved the immediate implementation of changes to:-**
 - (i) Adverse Weather Policy**
 - (ii) Retirement (Teaching and Non-Teaching) Policy**
 - (iii) Local Government Pension Scheme – Employer Discretions, and**
- (2) noted the costs and savings achieved from voluntary severance and ill health retirement arrangements for the period 2017/18.**