

EE44. Referral from Corporate Partnership Forum

The Emergency Executive considered a report by the Director of Corporate and Housing Services which sought approval of revised Casual Employment and Retirement policies which were approved by the Corporate Partnership Forum on 3 July 2020.

The Casual Employment Policy had been updated to provide clarity on when casual employment should be used and included a How To guide on managing casual employment. The policy also ensured that a Casual Co-ordinator had responsibility for the creation and maintenance of a casual employment database within their Service area.

The Retirement Policy had been updated to the new format including creation of guidance documents for employees and managers. The policy gave clearer guidance on the requirements for reduced hours to allow flexible retirement to progress. There was now a requirement to give 6 months' notice for flexible retirement. Employees who had a pension strain cost required to accept an actuarially reduced pension to allow flexible retirement to progress. The time period for newly agreed cases had been limited for flexible retirement to 5 years before retirement.

Decision

The Emergency Executive approved the immediate implementation of changes to the Casual Employment and Retirement policies.