

Report

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Report to: **Corporate Resources Committee**
 Date of Meeting: **7 July 2009**
 Report by: **Executive Director (Corporate Resources)**
Executive Director (Finance and Information Technology Resources)

Subject: **Early Retirement and Redeployment**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ advise on early retirements, re-employment of early retirees and redeployments during the period 1 October 2008 to 31 March 2009.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the early retirements, re-employment of early retirees and redeployment of employees during the period 1 October 2008 to 31 March 2009 be noted.

3. Background

3.1. Following agreement at the Personnel Services Committee on 14 April 1998 and also as a result of findings from the Accounts Commission, the Council analyses the trends in terms of numbers and all associated costs of early retirements as part of the ongoing monitoring process.

4. Current Position

4.1. Early Retirements - Efficiency of the Service/Voluntary Redundancy

During the 6 month period from 1 October 2008 to 31 March 2009 , the following early retirements, on grounds of efficiency of the service or voluntary redundancy, have been approved:-

Resource	No. of employees	One- off costs	Annual Costs	Net Annual Savings*
Community	3	£192,892	£6,616	£49,858
Corporate/ Education/ Enterprise /Finance and IT**	4	£107,345	£8,439	£69,607
Housing and Technical	3	£45,023	£2,702	£18,315
TOTALS	10	£345,260	£17,757	£137,780

*Net annual savings taking account of annual costs. Costs detailed include capitalisation costs.

**In terms of data protection, Resources with less than 2 employees retiring will be grouped together.

- 4.1.2 During the 6 month period, the average age of employees retiring within the Council through efficiency of the service/voluntary redundancy was 57. This compares to an average age of 59 for the same period last year.

4.2 Trend Analysis

Annual Period	1/4/03 – 31/3/04	1/4/04 – 31/3/05	1/4/05 – 31/3/06	1/4/06 – 31/3/07	1/4/07 – 31/3/08	1/4/08 – 31/3/09
No. of Early Retirements	29	43	71	90	111	50

- 4.2.1. The number of employees retiring early as a result of efficiency or voluntary redundancy decreased significantly during the period 1 April 2008 to 31 March 2009 this was due to the number of Teachers taking early retirement during the period 1 April 2007 to 31 March 2008.

4.3 Early Retirements – Ill Health

- 4.3.1. In terms of early retirement on the grounds of ill-health, there are no capitalisation costs to the Council. During the 6 month period from 1 October 2008 to 31 March 2009, the following ill-health retirements were approved:

Resource	Number of Employees
Community	2
Education	3
Housing and Technical	1
Social Work	5
Total	11

- 4.3.2. During the 6 month period, the average retirement age of employees retiring through ill health retirement is 55. There has been no change in the average age when compared to the same period last year.

4.4 Trend Analysis

Annual Period	1/4/04 – 31/3/05	1/4/05 – 31/3/06	1/4/06 – 31/3/07	1/4/07 – 31/3/08	1/4/08 – 31/3/09
No. of ill-health retirements	30	54	33	23	34

- 4.4.1. During the period 1 April 2008 to 31 March 2009, there was an increase of 11 ill health retirements when compared with the previous year.

4.5 Re-employment of Early Retirees

- 4.5.1 The re-employment of those who have been granted early retirement is monitored centrally within Corporate Personnel Services. During the 6 month period from 1 October 2008 to 31 March 2009, there were no requests for re-employments.

4.6. Redeployment

- 4.6.1 Redeployment is monitored centrally within Corporate Personnel Services. Within the 6 month period, a total of 4 employees were redeployed to a suitable alternative post within the Council as follows:-

Resource	Number of Employees
Community	3
Social Work	1
Total	4

4.7. Flexible Retirement

- 4.7.1 The approval of those who have been granted flexible retirement is monitored centrally within Corporate Personnel Services. During the 6 month period 12 requests were approved as detailed below. None of the flexible retirement requests incurred any costs.

Resource	Number of Employees
Community	2
Education	1
Enterprise	1
Housing and Technical	3
Social Work	5
Total	12

5. Employee Implications

- 5.1. None.

6. Financial Implications

- 6.1. Costs associated with these proposals have been met from existing resources.

7. Other Implications

- 7.1. None.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

- 8.2. There is no requirement for consultation.

Robert McIlwain

Executive Director (Corporate Resources)

Linda Hardie

Executive Director (Finance and Information Technology Resources)

26 May 2009

Link(s) to Council Objectives/Values

- ◆ Excellent Employer
- ◆ Accountable, Effective and Efficient

Previous References

Corporate Resources Committee – 10 December 2008

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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