FLEXIBLE RETIREMENT POLICY
Local Government Pension Scheme

CLICK HERE FOR A SIMPLE OVERVIEW OF THE PROCESS
CLICK HERE FOR PERSONAL AND BUSINESS NEEDS CRITERIA
CLICK HERE EMPLOYEES RESPONSIBILITIES
CLICK HERE MANAGERS RESPONSIBILITIES

How to use this document:
Press Ctrl + left click on the Hyperlink in order to follow link.
Press Ctrl + Home on the keyboard to come back to the front page.
You (the employee) would like to flexibly retire.

Are you aged between 55 to 65?

Do you agree to reduce your hours/ grades as described below in personal criteria?

Write a written application to flexibly retire to your manager.

Manager accepts your request to flexibly retire and prepares a report and forwards to the Pensions Officer.

Pensions Officer accepts your request to flexibly retire and prepares a report and forwards to the Director or HR.

Director of HR accepts your request to flexibly retire.

HR contact payroll and your hours/ grade would be reduced as agreed. LPFA will be informed of your flexible retirement and your pension would be released with / without actuarial reduction as agreed.

Manager informs you of reasons why your application was rejected.

You may request flexible retirement a second time as long as the further request addresses the issues that caused the initial rejection of the case.

Please note you do not meet the criteria outlined below. Please Click Here for the link to personal criteria section.

Click Here for the link to this section.
QUICK REFERENCE

1. Summary

2. Criteria

3. Employee’s Responsibility

4. Managers Responsibility

5. Right to Appeal
Summary

An employee who is aged over 55 may apply to retire flexibly whilst continuing in their employment on reduced hour/grade. City of Westminster Council will usually only consider flexible retirement cases where there is no cost to the council and business needs are met. Where there is a cost to the council, flexible retirement requests will only be agreed in exceptional circumstances i.e. compassionate cases. The council will not allow an automatic right to flexible retirement and immediate payment of pension.

Employees must meet the criteria set out below however the council will consider cases that have not met the criteria but only in exceptional circumstances.

Criteria

- Employees must be aged 55 or over
- Employees must submit their request to flexibly retire to their manager in writing.
- The employee must commit to a permanent reduction in hours / grade. There is no requirement for a reduction in hours and grade.
- Reduction in Hours
  - Is contractually permanent
  - At least a 30% reduction from previously contracted hours
  - Employees will be unable to work additional hours above the newly reduced contracted hours whilst in this post.
  - Ability to show there is no increase in cost by allowing this request.
- Reduction in Grade
  - At least a minimum of two grades lower or one broadband grade under the new reward structure
  - Ability to show there is no increase in employee cost
- Employee is unable to receive additional responsibility or honorarium for extra hours covering senior roles
- The Council proposes to limit flexible retirement to employee’s who have reached the age of 60 on grounds of cost, the ability to retain skilled staff and to manage the LGPS pension scheme. The council will consider applications from employees who are over 55 and under 60, but the application will not be granted unless the employee can show exceptional reasons why they should be granted flexible retirement at an earlier age.
- The Council will also consider applications from employees who do not meet the criteria above, again the application will not be granted until the employee can show exceptional reasons why they should be granted flexible retirement despite the fact the criteria are not met.
- The Council will not waive any actuarial reduction unless the employee can provide exceptional reasons why the actuarial reduction should not apply.
• The pension is subject to abatement if the employee subsequently leaves employment at the City of Westminster Council and takes up further employment with an employer who is subject to the LGPS.
• The employee should note that pension accrued before the reduction of grade/hours will be unaffected by the change, however pension accrued after the change will be affected. Reduction in hours/grade will also affect redundancy benefits and the Local Government Pension Scheme ill health benefits. Employees should seek advice from the pensions officer or the LPFA if they have any concerns.

Please note this policy is subject to review in line with the Local Government Pension Scheme changes.

**Employee Responsibilities**
1. Make a written application to flexibly retire to management
2. Ensure and provide details that you meet the criteria set out above
3. Propose change of hours or grade
4. If you do not meet the criteria set out above provide details outlining reasons as to why your application should be considered.

**Managers Responsibility**
1. Ensure employee meets the criteria set out above
2. Consider the impact of the reduction of hours/grades against business needs.
3. Consider cost to the council and the Local Government Pension Scheme
4. Consider any applications under exceptional circumstances by employees who do not meet the criteria
5. If you agree the application for flexible retirement prepare a report and forward to the Pensions Manager – Sarah Hay shay@westminster.gov.uk
6. If you do not agree the application inform the employee of the outcome outlining reasons why their application has been rejected.