

Employment Committee

Meeting to be held on Monday, 13 September 2021

Electoral Division affected: None;

Proposed Re-Engagement Following Retirement Policy Statement for Members of the Local Government Pension Scheme (LGPS)

Contact for further information:

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Executive Summary

As part of the Human Resources policy review programme, a draft policy statement has been produced to clarify the county council's position on the re-engagement of former employees who choose to retire and then wish to re-apply for jobs with, or undertake work for, the council after they have accessed their Local Government Pension Scheme benefits. The policy statement does not propose that former employees be prevented from obtaining re-employment with the council but stipulates that there must be a mandatory break in service of at least four weeks and clarifies that retired employees would normally be required to apply and be assessed for vacancies in line with the council's recruitment and selection policy.

Recommendation

The committee is asked to approve the Re-Engagement Following Retirement Policy Statement for Members of the Local Government Pension Scheme (LGPS), as set out in the report.

Background and Advice

The Human Resources Policy Review Group has received input from stakeholders that raise concerns about the potential misuse of the Local Government Pension Scheme to allow employees to retire and return to the same or similar role/work when they have retired without any or a reasonable break in employment, or, the need to undergo a competitive recruitment process to gain re-employment/re-engagement.

It is not proposed that former council employees, who choose to retire and access their Local Government Pension Scheme pension be prevented from applying for council jobs/work after retirement, but that specific criteria must be met in such circumstances. This is set out below as a policy statement.

Re-Engagement Following Retirement Policy Statement for Members of the Local Government Pension Scheme (LGPS)

Your employment with the council will end at the point that you choose to retire. You are not prevented from applying for jobs with, or working for, the council after you have retired but any future employment (or engagement as a casual worker) is subject to you:

- Having at least four weeks break from the date of your retirement to the start date of your new contract/casual work assignment; and*
- Applying for any vacancies and being assessed for these in the same way as other candidates in line with the council's recruitment policies and procedures. There may be exceptional circumstances when the council may wish to re-engage former retired employees; in these circumstances separate recruitment arrangements could apply.*

Please note there are separate policy provisions in place should your employment end due to voluntary redundancy

You should always seek advice from the [Local Pensions Partnership Administration \(LPPA\)](#) in order to understand the potential impact that working after retirement may have on your pension benefits.

Consultations

The recognised trade unions have been consulted on the proposed policy statement and support the principles.

Implications:

This item has the following implications, as indicated:

Risk management

The proposed policy statement provides for an equitable approach to managing retirement and recruitment to council job/work roles.

Local Government (Access to Information) Act 1985 List of Background Papers

Paper	Date	Contact/Tel
N/A		
Reason for inclusion in Part II, if appropriate		
N/A		