



## North Devon Council

### **Title of Decision Requested: Approval of Request for Flexible Retirement**

Decision requested by decision maker: To approve a request for flexible retirement from employee number 13648

1. BACKGROUND / REASONS FOR THE DECISION REQUEST
  - 1.1. A request has been made by employee reference number 13648 for flexible retirement as from a date to be agreed but as soon as possible.
  - 1.2. The employee currently works a 37 hour week and the request is to reduce this to 30 hours per week because of health issues.
  - 1.3. The advantage to the council is that it allows it to retain an experienced member of staff who has specialist qualifications rather than to lose them to retirement, albeit it is accepted that if approved, there is nothing to stop the employee from later deciding to fully retire.
  - 1.4. The employee's manager is supportive of the request and a further advantage to the council is that salary savings will be produced from day 1.
  - 1.5. The Chief Executive has delegated powers to take this decision under the Constitution as there is no cost to the council.
  
2. FINANCIAL IMPLICATIONS: (NOTE: Please state if there are any financial implications. If so, state whether there are sufficient funds within the agreed budget. If there are insufficient funds please state how the decision will be financed).
  - 2.1. The financial implications are positive as there will be no strain costs to be borne by the council. There will be salary savings unless and until the hours are backfilled.
  
3. ANY ALTERNATIVE OPTIONS CONSIDERED AND REJECTED?
  - 3.1. The alternative is to refuse the request but because of the circumstances of the individual, there would then be a high risk that the employee would decide to fully retire and the council would then lose that experience and knowledge.
  
4. ANY CONFLICT OF INTEREST DECLARED?
  - 4.1. None



5. DISPENSATION IF GRANTED

5.1. N/A

6. BACKGROUND PAPERS

The following background papers were used in the preparation of this request  
(The background papers are available for inspection and kept by the author):

6.1. Pension calculations

7. CONSULTATION UNDERTAKEN (Please note all who have been consulted on this decision):

7.1 Head of Environmental Enhancement, Director of Resources/Deputy CEX

8. OFFICER REQUESTING DECISION TO BE TAKEN: (please insert name and job title): Ken Miles, Chief Executive

9. NAME OF DECISION TAKER: (please insert name and job title): Chief Executive

10. DATE DECISION TAKEN: 24/7/24

11. APPROVED BY DECISION TAKER: Yes

12. DECISION TAKER'S COMMENTS: The implications of taking pension early have been explained to the postholder. Flexible retirement allows the council to retain expertise and experience without significant resource implications.