

SHADOW EXECUTIVE

16 DECEMBER 2008

SUBJECT	CENTRAL BEDFORDSHIRE UNITARY COUNCIL'S SEVERANCE/EARLY RETIREMENT POLICY (To consider and determine the Severance/Early Retirement Policy for Central Bedfordshire Unitary Council to be effective from 1 April 2009).
REPORT OF	Director of Corporate Resources.
<i>Contact Officer: Steve James (Tel: 01462 611177)</i>	

IMPLICATIONS

SUSTAINABILITY	N/A
FINANCIAL	The policy that is determined will impact on the transitional costs.
LEGAL	Employment Legislation, Statutory Regulations and Terms and Conditions of Employees' Contracts
PERSONNEL/EQUAL OPPORTUNITIES	The redundancy policy will take note of all relevant employment legislation.
COMMUNITY DEV/SAFETY	N/A.
TRADES UNION	Have been consulted and their views will be reported to the Shadow Executive
HUMAN RIGHTS	Will be taken account of
KEY ISSUE	Yes
BUDGET/POLICY FRAMEWORK	No

OTHER DOCUMENTS RELEVANT TO REPORT

Bedford Borough Implementation Executive 7 October 2008

RECOMMENDATION (S):

The recommendations will be set out in the further report to be presented to Members.

Reason for Recommendation: Central Bedfordshire is required to determine a policy for Severance/Early Retirement which is effective from 1 April 2009.

Background

1. Central Bedfordshire as a new authority is required to determine a policy relating to redundancy and early retirement payments and the operation of the discretionary powers available to them under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 and the Local Government Pension Scheme Regulations
2. A further report will be forwarded to Members following completion of the financial modelling to enable members to make a decision with regard to Central Bedfordshire that is sustainable and affordable for Central Bedfordshire.
3. Consultation with the unions will be on going and their views will be reported to the Shadow Executive.

Background Papers:

Location of Papers:

File Reference: N/A