

HR Policy Committee – Tuesday 21 January 2020

Agenda item 4 – public question time

Question Nigel Behan of Unite, relates to Item 7 Pensions Discretion

In section "2.1 Flexible Retirement R30(6), pg 8 We currently, and have for several years, allowed the Flexible Retirement Discretion."

And

"Existing policy states 'Approval of any request will depend on the operational viability of the proposal set out in the business case.'"

Q1 Has the Council compiled data, to date, on the application of Discretion by service area, grade, gender etc so as to ensure "discretion" is applied fairly and appropriately?

Q2 Will an Equality Impact Assessment be conducted to accompany these proposals (and reviews and monitored etc.)?

Q3 It was noted (in Our Somerset - 2nd January 2020) that "The Officer Code of Conduct is intended to be considered at HR Policy Committee during January ahead of its planned adoption in February 2020." It was discussed at the Constitutions and Standards Committee on 8th January but does not appear on the Agenda of this meeting. Will it be discussed at the next HR Policy Committee?