

Customer First Analysis

HBC Employer Discretions – Statement of policy

1. Purpose

What are you trying to achieve with the policy / service / function?

The discretions in the policy are to make pension members aware of what the employer discretions are regarding early retirement and other pension issues.

Who defines and manages it?

The policy is updated by HR in line with agreement by CMT and pension regulations

Who do you intend to benefit from it and how?

The council - as it identifies their position with regards to early retirement and pension members as they are made aware of the employers' position on early retirement.

What could prevent people from getting the most out of the policy / service / function?

By not being aware of the discretions.

How will you get your customers involved in the analysis and how will you tell people about it?

The policy statement will be communicated to all employees . The policy statement covers employers' discretions and further analysis isn't required.

2. Evidence

How will you know if the policy delivers its intended outcome / benefits?

When they apply for early retirement and ask for discretions

What existing data do you have on the people that use the service and the wider population?

Equality data in the workforce report 31.3.14 and each year. Council employees age 55+ are mostly White. The council only has one employee from the BME group. All employees taking Early or Flexible Retirement 2013/14 were White (3 males and two females, a 60:40 split). The gender split at age 55+ (53% male, 46% female) is similar to that of the whole council which is 57% male, 43% female.

3. Impact

Are some people benefiting more – or less - than others? If so, why might this be?

Employees age 55+ are benefiting. Redundancy calculations are based on length of service and age. This is justified under the Employment Rights Act.

4. Actions

Early retirement is aimed at age 55+ and this is justified under the pension regulations and the Pensions Act.

Redundancy is based on service and age and could be perceived to be unfair but the calculations are permitted under the ERA.

Therefore the policy is not discriminatory

We need to communicate the policy to all employees and put in the council's intranet – Hyntranet.

Completed by Sandra Mansfield, Payroll and Pensions Manager
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