



**Chester-le-Street**  
District Council

**REPORT TO:** Council

**DATE OF MEETING:** 31st January 2007

**REPORT OF:** Director of Corporate Resources

**SUBJECT:** Updating of Managing Organisational Change Document

**ITEM NUMBER:**

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## **1 PURPOSE AND SUMMARY**

1.1 The Council's retirement policy was last reviewed in 1999 and is due for review. The policy was incorporated into the Managing Organisational Change document which was last updated in June 2007. The purpose of this report is to seek member's approval to an updated policy.

1.2 Members are recommended to approve the revised Retirement policy set out in Appendix E of the Management of Change Document which forms Appendix 1 of this report.

## **2. CONSULTATION**

2.1 The Chief Executive and Trade Unions have been consulted on the report and suggested policy. Comments have been taken into account.

2.2 No other consultations were considered necessary at this stage including external consultations or engagement.

## **3. CORPORATE PLAN AND PRIORITIES**

3.1 The proposals are not considered to be contrary to any corporate plan priority of proposal.

## 4. **IMPLICATIONS**

### 4.1 Financial implications and value for money

The relevant part of the Managing Organisational Change document to which this report refers is a discretionary power. It is firmly based on the premise that the discretion can only be exercised if it is affordable to the council. If the recommendation is agreed it would mean that more employees would have access to this discretionary provision. However any individual decision would need to be considered on the council's ability to pay.

### 4.2 Legal

There are considered to be no direct legal issues of significance arising out of this report.

### 4.3 Personnel

It is considered that the policy remains largely up to date and requires little change. It is felt that the suggested changes to the policy provide a fairer policy.

### 4.4 Other Services

There are no specific issues for individual services.

### 4.5 Diversity

It is considered that the policy remains largely up to date and requires little change. It is felt that the suggested changes however provide a fairer policy.

### 4.6 Risk

It is not felt that there are any significant risks resulting from recommendations within the report

### 4.7 Crime and Disorder

There are no crime and disorder.

### 4.8 Data Quality

Every care has been taken in the development of this report to ensure that the information and data used in its preparation and the appendices attached are accurate, timely, consistent and comprehensive. The Council's Data Quality Policy has been complied with in producing this report.

#### 4.9 Other Implications

The report does not relate to a key decision. It is considered that the information can be communicated to staff by inclusion on the intranet.

### 5. **BACKGROUND, POSITION STATEMENT AND OPTION APPRAISAL**

5.1 The Council's retirement policy was last reviewed in 1999 and is due for review. The policy was incorporated into the Managing Organisational Change document (Appendix E of that document) which was last updated in June 2007. The purpose of this report is to seek member's approval to an updated policy. The policy is considered to be largely up to date and requires little overall change. However in considering discretion on added years the existing policy only allows the council takes into account the length of time employees have spent at Chester-le-Street. There is a significant number of staff who have joined the council recently and have had a significant impact on the improvement programme. They are currently excluded from discretionary added year's payments despite the fact they may have been employed in local government for many years. This is considered to be inherently unfair and potentially subject to challenge.

5.2 It is considered that the policy ought to be amended to allow discretion to be applied to local government service and not just service at Chester-le-Street. This requires paragraphs 5.4 and 6.6 of the Managing Organisational Change to delete the words 'in Chester-le- Street' and replace with words 'in Local Government'. It is considered that this amended policy supports strategic goal 5 of the Human Resources Strategy which is "to operate modern and inclusive employment policies." This suggested amended wording has been incorporated into a revised Managing Organisational Change document which forms Appendix 1 to this report.

### 6. **RECOMMENDATIONS**

6.1 Members are recommended to approve the revised Retirement policy set out in Appendix E of the Management of Change Document which forms Appendix 1 of this report.

### 7. **BACKGROUND PAPERS / DOCUMENTS REFERRED**

7.1 Retirement Policy 1999

7.2

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**3<sup>rd</sup> January 2008**  
**Version 1.0**

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