

RE-ENGAGEMENT AFTER RETIREMENT POLICY & PROCEDURE



REPORT OF THE CHIEF FIRE OFFICER

For Approval

1. PURPOSE OF REPORT

- 1.1 To seek Members approval of the reviewed policy with regards to the re-engagement of staff after retirement.

2. RECOMMENDATION

- 2.1 Members are asked to approve the Re-engagement after Retirement Policy and Procedure at Appendix 1.

3. BACKGROUND

- 3.1 The Fire and Rescue National Framework for England 2018, places a duty on Fire & Rescue Authorities to have in place appropriate arrangements in relation to the re-appointment of fire officers after retirement.
- 3.2 This Policy and Procedure acknowledges that in certain circumstances the re-engagement of staff after retirement can support the Authority in achieving its objectives and seeks to define those circumstances when the Authority can consider re-engagement.
- 3.3 The Policy and Procedure makes reference to the Authority's Pay Policy Statement in relation to employee earnings on re-engagement (abatement).

4. RE-ENGAGEMENT AFTER RETIREMENT POLICY & PROCEDURE

- 4.1 The Policy and Procedure has been reviewed and the content updated to clearly define those circumstances where the Authority will consider re-engagement:
- Re-employment – where a retired employee is eligible to apply for vacancies through an open recruitment process, or

- Re-appointment – where, in the interests of public safety and/or efficiency, the Authority permit a retired employee to be temporarily re-appointed into a role they were undertaking prior to retirement.

4.2 The Policy and Procedure aims to ensure that the Authority consistently and fairly applies re-engagement after retirement across all employment groups in accordance with government guidance, legislation and pension regulations.

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