

NORTHERN JOINT POLICE BOARD

18 JANUARY 2008

Agenda Item	
Report No	

**POLICE STAFF REDUNDANCY AND EARLY RETIREMENT –
REVISED FORCE REFERENCE DOCUMENTS**

Report by the Chief Constable

SUMMARY

To note the amended Force Reference (Policy) Documents:

R28 (Early Retirement/Voluntary Severance Scheme)

R29 (Redundancy)

BACKGROUND

The above Force Reference Documents have not been widely used to date, but have come into focus as a result of the Force Review. Accordingly, it was appropriate that they were reviewed and brought up to date to reflect current legislation and best practice.

Specifically, the revision addresses a previous omission from FRD R29 (Redundancy) in respect of pay protection arrangements for individuals who accept a post at a lower grade as an alternative to redundancy. The changes reflect the changed employment law position; specifically the implications of: The Employment Equality (Age) Regulations 2006 and Equal Opportunities Commission Guidance on Pay Protection Arrangements.

In addition, FRD R28 (Early Retirement) was considered to be unclear in certain respects (e.g. eligibility criteria) and so has been overhauled with input from Highland Council Pensions Section.

The documents were presented to the Management Service Group on 8 November 2007 and were approved by the meeting. The Trade Unions were fully involved in the consultation process and have accepted the revised documents.

RECOMMENDATION

The Board is invited to note the revision of the Force Reference Documents.

**I Latimer
Chief Constable**