



Report of the Corporate Director of Resources

Requests to work beyond age 65

RECOMMENDATION

- 1. To note the report.

SUPPORTING INFORMATION

- 2.1 At the meeting of the Personnel Committee on 1 April 2009, members approved revisions to the Council's Retirement Policy.
- 2.2 During the discussion, members requested details of how many requests to work beyond age 65 have been received, how many have been approved and how many have been declined.
- 2.3 The table below sets out the details for the first two complete financial years since the introduction of the Age Regulations in October 2006.

Derby City Council	April 2007 to March 2008	April 2008 to March 2009
Total extensions requested	23	26
Total requests approved	23	25
Period of extension		
One year	3	5
Two years	4	2
Three years		
Four years		
Five years	16	18
Total refused	Nil	1
Reason for refusal		Employee on long term sick leave

For comparison, the number of employees who became age 65 in 2007-08 was 61 and in 2008-09 was 57.

- 2.4 These figures are something of a mixed blessing for the Council. On the one hand, it is encouraging that older members of our workforce want to continue working for us, an opportunity which was intended by the regulations. On the other hand, at times of budget difficulty, a reduction in the number of age retirements reduces the amount of natural wastage normally relied on to avoid redundancies.

2.5 For information, the Government published a strategy document on 13 July 2009 called "Building a Society for all Ages" in which they have announced that the review of the default age of 65 years for retirement will be brought forward by one year to 2010.

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Background papers: None

List of appendices: Appendix 1 Implications

IMPLICATIONS

Financial

1. None arising directly from this report.

Legal

2. None arising directly from this report.

Human Resources

3. As outlined in the report.

Equalities Impact

4. It is widely expected that the default age for retirement will be scrapped completely following the 2010 consultation.