

Meeting
29/01/10

Agenda Item
15

Reference No
HEFCW/10/09

1 Issue

- 1.1 This paper is being brought to the Council following previous discussions of HEFCW's default retirement age. This paper presents the amendments made to the Retirement policy in light of the previous discussions and is requesting Council's approval to introduce the policy.

2 Rationale for paper

- 2.1 At its meeting on 13 November 2009, HR Committee requested that the removal of the default retirement age be discussed at Council. This was discussed on 11 December 2009 as a members only item and the decision was made for HEFCW to retain the default retirement age of 65.

This paper was agreed at Management Board in September 2009 and endorsed at Works Council in October 2009.

3 Recommendations

- 3.1 The Council is invited to:
- i) Approve the Retirement Policy.

4 Timing for decisions

- 4.1 There are no timing implications.

5 Council members' interests

- 5.1 No conflicts of interests have been declared in advance of the meeting.

6 Further information

Contact Richard Hirst (Tel 029 2068 2253; E-mail: Richard.hirst@hefcw.ac.uk)

7 Background

- 7.1 In July 2006, Management Board, Works Council and HR Committee, in line with the impending Age legislation of October 2006, agreed to the introduction of a default retirement age of 65. It was agreed at Council that the retirement age be retained and the revised policy is being presented for approval.

8 Financial implications

- 8.1 There are no financial and/or other resource implications, current or future, arising from the issues or recommendations included in this paper.

9 Communications implications

- 9.1 Management Board, Works Council and staff will need to be notified that the default retirement age remains at 65.

10 Diversity and Equal Opportunities implications

- 10.1 There are positive implications resulting from this paper for age legislation. There are no further implications for disability, gender, race, religion or belief, sexual orientation or the Welsh language.

11 Risk Assessment

Risk	Issues	Solutions
Default Retirement Age at 65	<ul style="list-style-type: none">• Will need to amend the policy in line with future legislation changes• Need to notify those approaching retirement age a minimum of six months prior	<ul style="list-style-type: none">• Ensure legislative changes are noted and amendments made accordingly following approvals process• Reports run annually looking at coming 18 months diarising those who require a minimum of six months notice when approaching 65.