

# HARPER ADAMS UNIVERSITY

## Staffing Committee

Reserved Business-14 June 2018

### Minutes

Received: a report on requests for flexible retirement under the Local Government Pension Scheme.

Noted:

- i) that the Chair had been briefed on two instances where staff had expressed an interest in the flexible retirement scheme;
- ii) that as members were reminded, the University, along with all other members of the scheme, had been required to develop a policy with regard to flexible retirement. The policy for all employers was published on the Shropshire GPS scheme;
- iii) that a member of staff had asked to be considered for flexible retirement, but had been under the impression that there would be no cost to the University. When this had been investigated fully it had been identified that there would be a significant cost to the University and that, therefore, the case could not be supported. In seeking clarification of this particular case it had emerged that some months before another member of staff had arranged with her manager to take flexible retirement and to draw her LGPS pension while continuing to work part-time. Unfortunately Payroll and the manager in question had not reported this to HR and, therefore, the proper process in reporting to the Staffing Committee had not taken place. Luckily, in this particular case there had been no cost to the University whatsoever and, therefore, the Chair had been content to note that in future all such cases would be referred to the Committee as required under the agreed process, whether or not there was any cost and whether or not the University was prepared to support the staff member's request;
- iv) that members were assured that all relevant staff in HR and Payroll had now been reminded of the correct process to follow should such requests be received in the future.