

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 11 DECEMBER 2007

SECRETARY TO THE EMPLOYER'S SIDE

7(B) DUTY TO CONSIDER EXTENDING EMPLOYMENT BEYOND NORMAL RETIREMENT AGE POLICY AND PROCEDURE

WARD(S) AFFECTED: None

RECOMMENDATION – that the Local Joint Panel recommends approval of the attached policy.

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1.0 Purpose/Summary of Report

1.1 Put into place policy and process in accordance with legislation and regulatory good practice and guidelines.

2.0 Contribution to the Council's Corporate Priorities/Objectives

**Fit for purpose, services fit for you**

*Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.*

*By complying with employment legislation would ensure the council is fit for purpose .*

3.0 Background

3.1 To comply with employment legislation the council must have in place written policies and procedures to meet its statutory obligations.

4.0 Report

4.1 See Appendix B (pages 7.15 – 7.32) for full content of report.

5.0 Consultation

- 5.1 Consultation has taken place with UNISON and where relevant comments have been amended.
- 6.0 Legal Implications
- 6.1 Policy development has to keep pace with legislative change.
- 7.0 Financial Implications
- 7.1 None
- 8.0 Human Resource Implications
- 8.1 Council is seeking to be an employer of choice and effective HR policies are important to this objective.
- 9.0 Risk Management Implications
- 9.1 Failure to keep pace with legislative change could lead to risk of claims at the Employment Tribunal.

### Background Papers

Contact Member: Councillor Duncan Peek – Chairman of Human Resources Committee

Contact Officer: Judith Fear – Interim Head of People and Organisational Development – ext 1635  
Shona Gray – Acting Principal Human Resources Officer – ext 1652.