

Flexible Retirement Policy (DRAFT)
Implementation: August 2009
Review: September 2009



Oasis Community Learning Flexible Retirement Policy (DRAFT)

- 1.1 Oasis Community Learning will consider allowing flexible retirement to any employee over the age of 55 (or aged 50 for employees who have been contributing to the LGPS since 31st March 2008, leaving before 31st March 2010) where there is a clear benefit to the organisation, e.g. to retain skills and knowledge valuable to their Academy/Office and where there is a clear business benefit.
- 1.2 Oasis Community Learning will not waive any reduction in benefits under any circumstances.
- 1.3 If an employee is granted flexible retirement they will need to reduce either their hours or grade to comply with Local Government Pension Scheme regulations. Oasis Community Learning will not impose a minimum reduction in either case.
- 1.4 Employees should provide their relevant Business and Finance Manager with 3 months written notice of their request to flexibly retire.