

METROPOLITAN BOROUGH OF WIRRAL

CABINET – 7<sup>th</sup> JUNE 2007

REPORT OF THE DIRECTOR OF CHILDREN'S SERVICES

## **EARLY RETIREMENT POLICY FOR TEACHERS**

---

### **Executive Summary**

- 1.0 The Cabinet is invited to approve the attached proposal for an amended Early Retirement Policy for Teachers. The proposed Policy supersedes the current Policy agreed by the Executive Board on 19<sup>th</sup> June 2006.

### **Background**

- 2.0 The Policy has been reviewed taking into account the changes to the Redundancy Procedure for Schools which was approved by Cabinet on 24<sup>th</sup> January 2007. The changes to the Redundancy Procedure for Schools restricted the diversity of payments to teachers when either volunteering or being made compulsorily redundant. These changes have been approved by the Joint Consultation Committee for Headteachers and teachers on 8<sup>th</sup> March 2007.
- 2.1 Paragraph 2 in the amended Policy has deleted the right of volunteers for redundancy, if over 55, to have the option to choose either an actuarially reduced pension and a redundancy payment or an accrued pension and no redundancy payment.
- 2.2 Paragraph 4 in the amended Policy remains in essence the same but with the inclusion of 'teachers' as opposed to the previous restriction to Headteachers only.
- 2.3 Paragraph 5 in the amended Policy now restricts 'bumped' redundancy only to those staff in schools that are subject to amalgamation or closure.

### **Financial and Staffing Implications**

- 3.0 The revised policy will reduce costs and therefore help contain expenditure to within existing budgetary provision.

### **Equal Opportunities Implications**

- 4.0 There are none.

### **Human Rights Implications**

- 5.0 There are none.

### **Community Safety Implications**

- 6.0 There are none.

## **Planning Implications**

7.0 There are none.

## **Local Member Support Implications**

8.0 There are none.

## **Background Papers**

9.0 There are none.

## **Recommendations**

That the revised Early Retirement Policy for Teachers be implemented with effect from 1 April 2007.

**Howard Cooper**  
**Director of Children's Services**