



7. OTHER CONDITIONS OF SERVICE

7.9 RETIREMENT, RESIGNATION, REDUNDANCY

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POLICY STATEMENT

The Metropolitan Police Authority (MPA) recognises the rights of staff to leave their employment at their discretion. It also recognises that organisational change may affect the staffing structure and where this is envisaged there will be full consultation with staff to allow reasonable time for the change and options to be discussed. Where compulsory redundancy is the only option it will be executed in a fair and reasonable manner.

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2. RIGHTS AND RESPONSIBILITIES

2.1 STAFF

Rights

- to exercise discretion on the timing and arrangement for leaving the employment of the MPA;
- to expect fair and reasonable treatment in the event of compulsory redundancy, dismissal, ill-health retirement;

Responsibilities

- to ensure adequate notice is given for leaving;
- to comply with requirements on leaving, including an exit interview.

2.2 MANAGERS

Rights

- as at 2.1 above;

Responsibilities

- to ensure staff are aware of the pension provisions;
- to discuss fully alternatives in the event a member of staff wishes to leave;
- to establish genuine reasons for leaving and seek to address any underlying problems;
- to consider fully alternatives in the event that redundancies appear likely;
- to ensure that due notice is given;
- to ensure that on leaving staff have their passes returned and are aware of their obligations under the Official Secrets Act.

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3 RETIREMENT

Maximum Age Retirement

- Must retire at 60 unless approved extension
3 months' notice

Benefits

- index-linked pension
- tax free lump sum
(x 3 ann. pension)
- widow/widowers pension
- lump sum death benefit
- pension - dependant children
- ill-health retirement benefits
- redundancy benefit
- early retirement provision

pension calculation

reckonable service x pensionable pay
(length of service) (highest ann. salary of last 3 years)

80

Early Retirement Options

Management invitation to
retire/compulsory retirement (50 yrs or over)

Voluntary Early Retirement

Limited
Efficiency
- performance
affected by a
change in working
arrangements
- willing to retire

Limited
postability
- performance OK
- organisational
change requires a
change of job
- limited expertise
to re-deploy

Structure
(to avoid redundancy)
- structural change
- improved career
progression
- age imbalance

Actuarially
reduced
retirement
- Aged 50 or over
- Min.2 yrs' service
- Must give
6 months' notice

Approved early
retirement

- Management
satisfied
retirement will
aid efficiency
- 6 months' notice
- 25 years reckonable
service

Appeal Rights - see 4.2

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4. OTHER REASONS FOR LEAVING

