

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
16th July 2014**

REPORT AUTHOR: County Councillor Graham Brown, Portfolio Holder for HR

SUBJECT: Question from County Councillor David Jones

What is the council's current policy on re-employing former members of staff who have retired? Can he envisage circumstances where they might return?

The Council does not have a policy that deals with the re-employment of former employees who have retired but is exploring the value and appropriateness of introducing a policy that deals with the re-employment of former employees generally.

There are circumstances where I would envisage a retired ex-employee being re-employed by the Council. It is highly unlikely that this would be in the previous role and on the same terms. Re-employment is more likely to occur into roles and on terms that better suit the lifestyle of a retiree. It will of course be recognised that ex-employees are commonly Powys residents and contribute to its economy. They are also likely to retain skills and experience that are valuable to the Council and may also be scarce in the local employment marketplace.