



HR-02/2021

# Changes to Flexible Retirement Scheme (for Members of the Local Government Pension Scheme)

Information for staff

Please ensure that the content of this Circular is brought to the attention of all employees by circulating this circular or prominently displaying a copy on your Service notice boards.

Thank you for your assistance with this matter.

Head of People & Organisational Development

**LIVE**  
**LEARN**  
**WORK**  
**INVEST**  
**VISIT**

**Changes to Flexible Retirement for Members of the Local Government Pension Scheme**  
**(This does not apply to Teachers)**

Flexible retirement allows members of the Local Government Pension Scheme to request to access their pension and lump sum, if applicable, while continuing to work on reduced hours in the same post or at a lower grade in another post.

Until recently, to be eligible to apply for flexible retirement within North Lanarkshire Council, employees had to be 60 years of age and meet the rule of 85. However, following the removal of the rule of the 85, the criteria has changed and is now as follows:

- Employees must be aged 55 or over, be a member of the Local Government Pension Scheme with a minimum of 2 years' service
- Employees will be required to reduce their contracted working week by at least 20% or take up a lower graded post. (Employee must identify a suitable vacancy)
- There must be positive benefits to the council in granting flexible retirement.
- Where there is any cost the employee will have to incur these costs which in principle will be applied through an actuarial reduction to the employee's annual pension

Requests will be considered on a case by case basis and will be approved at the discretion of the Council.

Anyone wishing to apply for Flexible Retirement can access the guidance [here](#) and further information on flexible retirement and the pension terms used can be found at - [SPFO - A guide to the local government pension scheme in Scotland.](#)