

## Appendix 2

Clause	Original wording	Revised wording	Reason for change
5.4 – bullet point 1	<p>The Council will approve requests only where it is in their interest to do so, where there will be no detrimental effect on the service and where the costs are affordable or where there are likely to be costs savings achieved as a result of the proposal:</p> <ul style="list-style-type: none"> <li>A request should typically involve a substantial reduction (at least 40% to 50%) in salary either through reduced hours or level of responsibility.</li> </ul>	<p>The Council will approve requests only where it is in their interest to do so, where there will be no detrimental effect on the service and where the costs are affordable or where there are likely to be costs savings achieved as a result of the proposal:</p> <ul style="list-style-type: none"> <li>A request should typically involve reduction of at least 20% in salary either through reduced hours or level of responsibility.</li> </ul>	<p>It was identified that the suggested reduction amount of 40-50% was not consistent with the earlier part of 5.4, which stated that the Council would only consider requests where there would be no detrimental effect on the service. A 20% reduction is considered more realistic and allows requests from those people wishing to drop from 5 to 4 days a week.</p>
5.4 – bullet point 5	<p>Any request for flexible retirement will be considered by the Director of Governance together with the Director of Finance, Housing and Community, in consultation with the Head of EK Human Resources.</p>	<p>Any request for flexible retirement will be considered by the Director of Governance together with the Director of Finance, Housing and Community, in consultation with <del>the Head of</del> EK Human Resources.</p>	<p>Reference to the Head of EK Human Resources has been removed as this post has been deleted from the establishment. In any event, DDC has a Business Partner within EK Human Resources who can provide support. This applies to all reference to the Head of EK Human Resources</p>
7.1	<p>It is not the general policy of Dover District Council to 'switch on' the 85 year rule under this regulation. However, consideration may be given in the following circumstances:</p> <ul style="list-style-type: none"> <li>Where there is a demonstrable</li> </ul>	<p>It is not the general policy of Dover District Council to 'switch on' the 85 year rule under this regulation. However, consideration may be given in the following circumstances:</p> <ul style="list-style-type: none"> <li>Where there is a demonstrable</li> </ul>	<p>Words added to increase the criteria under which the Council can consider to “switch on” the 85 year rule for those aged between 55 &amp; 60</p>

	<p>benefit to the authority;</p> <ul style="list-style-type: none"> <li>Where the employee requests a waiver on compassionate grounds. To be considered under compassionate grounds, the circumstances must be exceptional and not reasonably expected to prevail</li> </ul>	<p>benefit to the authority;</p> <ul style="list-style-type: none"> <li>Where the request may facilitate further changes within the organisation which could lead to savings in the future</li> <li>Where the employee requests a waiver on compassionate grounds. To be considered under compassionate grounds, the circumstances must be exceptional and not reasonably expected to prevail</li> </ul>	
14.3	To appoint Nadeem Aziz as the adjudicator under regulation 74	To appoint Mr Yunus Garja as the adjudicator under regulation 74	This was an error in the original discretion statement.
16.1	Any application by a Chief Officer of the Council for the exercise of a discretion under this policy will be referred to General Purposes Committee for a decision.	Any application by a Chief Officer of the Council (as defined within Article 12.01(b) of the Council's Constitution) for the exercise of a discretion under this policy will be referred to General Purposes Committee for a decision.	Wording added to clarify definition of chief officer, due to difference in definition within the Pay Policy (as required by the Localism Act)