

Appendix 2

Clause	Original wording	Revised wording	Reason for change
5.4 – bullet point 5	Any request for flexible retirement will be considered by the Director of Governance together with the Director of Finance, Housing & Community, in consultation with EK Human Resources	Any request for flexible retirement will be considered by the Head of Governance together with the Strategic Director (Corporate Resources) , in consultation with EK Human Resources.	Reference to the Director of Governance has been removed as this postholder has retired and the post not longer exists and replaced with Head of Governance who now has responsibility for Strategic HR. Amended post holder title for Strategic Director. Similar changes have been effected in paragraphs 7.2, 8.1 (bullet 3) and 9.2
12.1	It is not the policy of Dover District Council to operate a shared cost AVC scheme for employees.	Dover District Council will pay Shared Contribution AVC (SCAVC) contributions where an employee has elected to pay AVCs by salary sacrifice. The amount of these employer SCAVC contributions will not exceed the amount of salary sacrificed by the employee. This discretion is subject to the employee meeting the Council's conditions for acceptance into the salary sacrifice shared cost AVC scheme and may be withdrawn or changed at any time.	It is proposed to offer a Shared Contribution AVC scheme to employees, which results in savings both for the Employee and Employer.
17.1 & 17.2	This policy will be reviewed annually by the Director of Governance in consultation with EK Human Resources. Minor amendments to this policy, for example to reflect changes to legal requirements, may be made by the Director of Governance. Substantial changes will be referred to	This policy will be reviewed annually by the Head of Governance in consultation with EK Human Resources. Minor amendments to this policy, for example to reflect changes to legal requirements, may be made by the Head of Governance . Substantial changes will be referred to	Reference to the Director of Governance has been removed as this postholder has retired and the post not longer exists and replaced with Head of Governance who now has responsibility for Strategic HR.

	General Purposes Committee for approval	General Purposes Committee for approval	
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