



## RE-EMPLOYMENT

### RE-EMPLOYMENT PRIOR TO RETIREMENT

The Service recognises that former employees may wish to return to employment with the organisation. Whenever vacancies are advertised as part of a recruitment process, applications from former employees will be considered:

- as part of a competitive process;
- on a case-by-case basis, depending upon the role being requested and the circumstances of the individual.

Applications from former employees will not receive preferential treatment.

However, the Service may consider it inappropriate to re-employ former employees in a range of circumstances, including those in which the employees:

- have been dismissed;
- have left the Service under breach of contract;
- have resigned in the course of a capability or disciplinary investigation;
- have received financial compensation for their previous employment being ended prematurely, e.g. redundancy;
- have received financial compensation from their previous public sector employment within a month of the application being submitted. This could include payments made under the public sector exit payments scheme and under pension regulations.

At the discretion of the Service, applications from previous employees may be withdrawn from a recruitment and selection process for which they have been submitted.

Continuity of employment service will be reviewed and confirmed as being in line with employment legislation. An interruption of more than one week will result in continuity of employment being broken, and past service would not be counted towards any subsequent employment.

It is the employee's responsibility:

- to obtain information relating to any pension or taxation liabilities prior to accepting any offer of employment or as a result of changes during employment;
- to ensure that any tax liabilities that may arise are paid and dealt with appropriately.

## RE-EMPLOYMENT AFTER RETIREMENT

If employees have retired from a role within the Service, regardless of employment conditions or the duty type of the role they have left or for which they wish to be reconsidered, the implications of any pension or taxation liabilities must be considered by both the Service and the employee.

‘Abatement’ is the process of reducing or stopping a scheme member’s pension if that person retires and subsequently returns to work for the Service. Pension payments should be abated:

- if a scheme member is re-employed by the Service; and
- this individual is in receipt of both a pension and salary that exceeds that person’s earnings before retirement.

This document forms part of a suite of information covering this subject area; hyperlinks to all the documents are available by clicking back to the home page.

It is recommended that this document be reviewed on a triennial basis; however, it might require earlier revision in the light of any regulatory change which comes into effect in the interim.			
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