

Making Changes

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>In terms of staff who decide to avail of Partial Retirement BSO will have to consider abatement which may affect the employee's salary should their salary plus pension be more than their previous earnings. Abatement may affect those who avail of partial retirement and wish to avail of promotional opportunities. The policy outlines clearly how abatement occurs and how it may affect salary and pension benefits.</p>	<p>Consideration and advice will need to be provided to staff should they be affected by abatement. The policy for Partial Retirement outlines how abatement affects employees pay and pensionable pay. Advice and guidance will be provided by both HSC Pensions and Human Resources.</p>