



AMENDMENTS TO RETIREMENT POLICY AS SUGGESTED BY EMPLOYEE FORUM

At the meeting of the Employees Forum held on 4th February, it was requested that a policy be drafted to reflect the suggestion that the age of retirement now revert back to age 65.

The policy stated below reflects that proposal.

1. Retirement age for all employees is 65. Staff reaching their 65th year will retire at the end of the year in which the 65th birthday falls. The normal notice provisions shall not apply, unless the employee wishes to terminate their employment earlier than the year end, in which case the normal notice provisions will apply.
2. Should the employee concerned wish to continue in a post beyond their retirement date, then they shall notify the Board accordingly in writing, prior to the commencement of the end of August of the year in which their duties will end. The Board for operational reasons or requirements may also approach a member of staff to continue after the retirement age of 65 subject to all the clauses which follows.
3. The Board, at its sole discretion, shall determine whether or not there is a need for the employee to continue in the position in which he/she is due to retire from. Should the Board so decide, it may, offer the employee concerned a fixed term contract for a period determined by the Board, but shall in no circumstances exceed a twelve month period.
4. An employee in these circumstances will be offered a contract, which will specify the appropriate information as to post, duration, remuneration and the like. Such contract will need to be signed by the parties prior to the appointment being confirmed, or the employee starting to perform the duties agreed.
5. The employment of staff beyond the age of 65 will only take place in cases where there is a labour market shortage of suitable candidates, and the post cannot be filled with suitable alternative candidates as determined by the Board.
6. In cases of a continued labour market shortage of the competencies required, after the expiry of the first agreement contemplated in clause 3 above, the contract may be extended by agreement on an annual basis, subject to the following provisos;
 - 6.1. The post concerned will have been previously advertised in order to establish whether or not suitable candidates are available;



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- 6.2. Prior to any renewal of the contract, the post shall again have been advertised to establish whether or not a suitable candidate is now available.
 - 6.3. Any agreement struck between an employee and the Board in terms of this policy shall be deemed to be a new employment agreement, and the years of service of the employee shall be reckoned from the date of the contracting.
 7. All contracts remain subject to the requirement that all employees render satisfactory service, and do not misconduct themselves. Such contracts may be terminated at any time for any cause sufficient in law as well as operational requirements of the Board.
 8. Nothing in this policy shall be construed as creating any expectation of the continuation of employment beyond the retirement age stipulated in the Board's conditions of service, or the renewal of any fixed term contract of employment.