

4C. Retirement

4C.1 Age of Retirement

- (1) All employees shall retire on attaining the age of 60 years.
- (2) Under special, exceptional need, or emergency circumstances, an employee's compulsory date of retirement may be extended beyond 60 years, or a person who has attained the age of 60 years may be contracted as an employee, with the endorsement of the Minister and the approval of the Commission.
- (3) In considering extending the date of retirement for an employee who has attained 60 years, or to contract a person who has attained 60 years, the Commission shall take into account the following special, exceptional need, or emergency circumstances:
 - (i) the position is in a highly specialised area, such that the inability to extend the date of retirement, or to contract such person, will be a significant loss of irreplaceable expertise and institutional knowledge, and reduce the Ministry's ability to provide an essential service to the public,
 - (ii) in the case of a **permanent** employee, the Ministry has demonstrated to the satisfaction of the Commission that **due to unforeseen circumstances** it was unable to plan for suitably skilled and qualified employees to succeed the retiree, **and** that there are emergency circumstances requiring the employee's retirement to be extended,
 - (iii) in the case of a contracted position, the Ministry is unable to source from its permanent staff an employee with the needed skills and specific qualifications to conduct the high priority work required by the Ministry, or the person has been deemed by the Commission as **an exceptional candidate** for a contracted position, or that there are emergency circumstances requiring the person to be contracted,
 - (iv) in the case of a **permanent** employee, there are long term Ministry high priority deliverables specified in the employee's job description, which specifically requires the employee to complete.