
1. Policy

- 1.1 Derby Homes has agreed to use the default retirement age of 65 as allowed for under the Employment Equality (Age) Regulations 2006.
- 1.2 The regulations give the employees the right to request to work beyond the age of 65.
- 1.3 The Personnel Section will write to employees seven months before their 65th birthday. The letter will notify the employee that they have reached retirement age and advise them that they can request to work beyond age 65.
- 1.4 Applications to work beyond the age of 65 years must be made no later than three months before the employees 65th birthday. A Personnel Officer and a senior operational manager will meet with the employee to discuss the request. The decision will be provided in writing within two weeks of the meeting together with a summary of the reasons for the decision. The employee has the right to appeal if the request is refused. Appeals will be heard by the Chief Executive.
- 1.5 Our normal retirement age will be 65 years. Any extension to work beyond the age of 65 will be on a mutually agreed basis. We would not extend the employment beyond the age of 70 years.

2. Ill-Health Retirement

2.1 Notice of Retirement.

When an employee has been declared permanently unfit to carry out their duties they will be given notice of retirement on the grounds of ill health. Whenever possible, the notice should be within the period ending when their sickness pay entitlement expires. During the contractual statutory notice period, the employee will receive full pay less the state sickness benefit they receive.

2.2 Replacing employees who are retired on ill-health.

In a 'key' post where the delay in appointing a replacement seriously affects the service, the post may be filled before the expiry notice, subject to approval of the Chief Executive.

3. Retirement Gratuity

This is under review because of the 1996 Local Government (Discretionary Payments) Regulations.

4. Annual Leave in Retirement Year

- 4.1 All employees reaching normal retirement age, retiring on ill health or retiring under length of service provisions are entitled to their full annual leave entitlement in their retirement year regardless of their retirement date. Payment in lieu will only be made in exceptional circumstances with approval beforehand from the Chief Executive and Personnel Manager.
- 4.2 Employees retiring early for other reasons are excluded from the provisions and we will calculate their leave in proportion to their retirement date.