

PROPOSED AMENDMENT TO CS REGULATIONS

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| Ref: | C S Regulations 11-001 |
| Re: | Regulation A17 Retirement and Early Retirement |
| Proposal: | To include reference to the ability to work beyond the age of 65 by applying for an extension of service to the Civil Service Commission, subject to meeting certain criteria. CSC approved amendment 6.12.10 minute 357/10 refers. To amend the Regulations index to include reference to extensions of service. |
| Existing Regs: | <p>17. RETIREMENT AND EARLY RETIREMENT</p> <p>The normal age of retirement for a civil servant is 65 years. A copy of the Civil Service Commission's <u>Retirement Policy</u> can be found in the <u>Civil Service Regulations Handbook</u>.</p> <p>Civil servants may also be permitted to retire earlier than the normal retirement age in accordance with the provisions of Regulation <u>C70</u>.</p> <p>Civil servants approaching 60 years of age and who wish to retire at 60 within the provisions of Regulation <u>C70</u> should make their intentions known to their Department at least 4 weeks before their 60th birthday.</p> |
| Proposed Amendment: | <p>17. RETIREMENT, EARLY RETIREMENT AND EXTENSIONS OF SERVICE</p> <p>The normal age of retirement for a civil servant is 65 years.</p> <p>Civil servants may also be permitted to retire earlier than the normal retirement age in accordance with the provisions of Regulation <u>C70</u> and this intention should be made known to their Department in accordance with the notice period requirements set out in Regulation A20.1 b).</p> <p><i>In exceptional circumstances only, e.g:</i></p> <ul style="list-style-type: none"> • <i>Where there may be difficulties recruiting staff below the normal retirement age;</i> • <i>To enable a civil servant to complete a key project where their expertise is crucial to its success; or</i> • <i>Where it would be extremely difficult to find a suitably qualified successor with the expertise required;</i> <p><i>applications for extensions of service beyond the age of 65 may be considered in the interests of the Civil Service, subject to the officer concerned also remaining medically fit and providing satisfactory service. The views of the Department, Board or Office concerned will also be taken into account.</i></p> |

Extensions of service are subject to approval by the Civil Service Commission and are normally granted for up to 1 year at a time, subject to a maximum age of 70 years.

Requests for extensions of service beyond age 65 years should be submitted to the Secretary of the Civil Service Commission via Heads of Department. Applications should be made within the period 3 to 6 months before the officer's normal retirement date (or date of expiry of an existing extension).

Late applications may be considered, but may be refused if the officer's post has already been advertised in anticipation of his/her retirement.

Service after age 65 will normally be on the basis that the additional service will count as superannuable service and the officer will receive his/her pension on retirement at the end of the extension(s).

A copy of the Civil Service Commission's Retirement Policy can be found in the Civil Service Regulations Handbook.

Agreed and authorised by Joint Secretaries of JNC

for GOA

A. McPhee Date *28/2/12*

for CSC

J. J. Date *9/2/12*

I authorise the above amendment to be incorporated in the Civil Service regulations/handbook and to be uploaded on to the intranet.

An IOM Government All Staff notice prior to implementation is* / is not* required (please delete as appropriate)

Signed *J. J.* *9/2/12*

Head of Industrial Relations and Policy Section

Instruction for implementation:

Passed to

A. McFee

By

A. Flaxby Date *28/2/12*

Date regs updated

1/3/12 AW

Previous regulation amendment reference (if any) :