

Public Services Commission

Public Services Commission Joint Consultative Negotiating Committee

Removal of Compulsory Retirement Ages

The Council of Ministers have approved the removal of the compulsory retirement ages from the Isle of Man Government Retirement Policy, in line with the introduction of the Isle of Man Equality Act 2017, which will make it unlawful to discriminate on the basis of age unless this achieves a legitimate aim through proportionate means.

It is, it is proposed to remove the compulsory retirement ages from the PSC Civil Service and PSC Manual and Craft terms and conditions, with two exceptions.

To avoid allegations of age discrimination employers should not operate a compulsory retirement age unless it can be objectively justified.

It is considered that there is no objective justification for a compulsory retirement age for those employed under PSC Civil Service and PSC Manual and Craft terms and conditions, with two exceptions.


The exceptions being :

- Air Traffic Controllers
- Airport Firefighters

It should be noted that a consequential impact is that there will no longer be an upper age on recruitment apart from the two exceptions.

In the case of the Air Traffic Controllers and Airport Firefighters it is considered that there is an objective justification for a compulsory retirement age due to the employment conditions within the existing terms and conditions of service. The compulsory retirement age will remain in place until such time as it is reviewed. This change affects all staff employed by the Public Services Commission within Departments, Boards and Offices and will be effective from 1 December 2018 in line with the decision of the Council of Ministers regarding when the amended Isle of Man Government Retirement Policy will come into effect.


Signed on behalf of the
Public Service Commission

 Date 7/12/18

Signed on behalf of
Prospect

 Date 10.12.2018

Signed on behalf of Unite

 Date 11-12-18