

PROPOSED AMENDMENT TO THE PSC CS Regulations 2015

Ref:	Amendment PSC CS Regs 2015 – 15-063
Re:	Regulation A17 - Retirement
Proposal:	Removal of the compulsory retirement age
Existing Regulation:	<p>Retirement</p> <p>A17 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 – Superannuation</u> and this intention should be made known to their Department in accordance with the notice period requirements set out in Regulation <u>A20.1 b – Notice Periods</u>.</p> <p>In exceptional circumstances only, for example:</p> <ul style="list-style-type: none"> • Where there may be difficulties recruiting staff below the normal retirement age • To enable a civil servant to complete a key project where their expertise is crucial to its success or • Where it would be extremely difficult to find a suitably qualified successor with the expertise required <p>applications for extensions of service beyond the age of 65 may be considered in the interests of the Civil Service, subject to the civil servant concerned also remaining medically fit and providing satisfactory service. The views of the Department, Board or Office concerned will also be taken into account.</p> <p>Extensions of service are subject to approval by the Public Services Commission and are normally granted for up to 1 year at a time, subject to a maximum age of 70 years.</p> <p>Requests for extensions of service beyond age 65 years should be submitted to the Secretary of the Public Services Commission via Heads of Department. Applications should be made within the period 3 to 6 months before the civil servant’s normal retirement date (or date of expiry of an existing extension).</p> <p>Late applications may be considered, but may be refused if the civil servant’s post has already been advertised in anticipation of his/her retirement.</p> <p>Service after age 65 will normally be on the basis that the additional service will count as superannuable service and the civil servant will receive his/her pension on retirement at the end of the extension(s).</p> <p>A copy of the Retirement Policy can be found in the <u>Public Services Commission Civil Service Regulations Handbook 2015</u>.</p>

Last updated : 28 February 2012 - Amendment No. 11-001

**Proposed
Amendment:**

Retirement

A17

~~The normal age of retirement for a civil servant is 65 years. There is no compulsory retirement age for civil servants.~~

~~A civil servant can choose when they wish to retire and until that point, may continue to work within the service~~

~~A specific exception applies to Air Traffic Controllers who are subject to compulsory retirement once the age of 65 years has been reached, due to the specific requirements of the role.~~

~~Civil servants may also be permitted to retire earlier than the normal retirement age in accordance with the provisions of Regulation C70 – Superannuation and this who wish to retire must make their intentions should be made known to their Department in accordance with the notice period requirements set out in Regulation A20.1 b – Notice Periods.~~

~~It is recommended that civil servants who are considering retirement, first refer to the terms and conditions of their superannuation scheme before committing to a decision. Further details can be found in Regulation C70 – Superannuation.~~

~~In exceptional circumstances only, for example:~~

- ~~• Where there may be difficulties recruiting staff below the normal retirement age~~
- ~~• To enable a civil servant to complete a key project where their expertise is crucial to its success or~~
- ~~• Where it would be extremely difficult to find a suitably qualified successor with the expertise required~~

~~applications for extensions of service beyond the age of 65 may be considered in the interests of the Civil Service, subject to the civil servant concerned also remaining medically fit and providing satisfactory service. The views of the Department, Board or Office concerned will also be taken into account.~~

~~Extensions of service are subject to approval by the Public Services 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 Public Services Commission via Heads of Department. Applications should be made within the period 3 to 6 months before the civil servant's normal retirement date (or date of expiry of an existing extension).~~

	<p>Late applications may be considered, but may be refused if the civil servant's post has already been advertised in anticipation of his/her retirement.</p> <p>Service after age 65 will normally be on the basis that the additional service will count as superannuable service and the civil servant will receive his/her pension on retirement at the end of the extension(s).</p> <p>A copy of the Retirement Policy can be found in the <u>Public Services Commission Civil Service Regulations Handbook 2015</u>.</p> <p>Last updated : 28 February 2012<u>January 2019</u> - Amendment No. 11-00115-063</p>
--	---

Agreed and authorised by:

Signed on behalf of
Prospect

M. C. Herod

Date: 6-2-2019

Signed on behalf of Unite
the Union

S. Haysan

Date: 6/2/19

Signed on behalf of the
Commission

[Signature]

Date: 6/2/19

.....

For Office of Human Resources Use Only

Instruction for implementation:

Passed to Bryan Douglas

By Ruth Hussey

Date 06/02/19

An IOM Government All Staff Notice prior to implementation is*/is not* required (*please delete as appropriate) *staff notice 12/09/18*

Signed [Signature]

Head of Industrial Relations and Policy Section

Date MOA updated:

Website [Signature]

Date 07-02-19

Previous PSC Memorandum of Agreement amendment reference (if any) :	11-001
---	--------

Notes/Special Instructions:
Communication to Pay Sections required