

**PROPOSED AMENDMENT TO THE PSC Manual & Craft MOA 2015**

<b>Ref:</b>	<b>Amendment PSC Manual &amp; Craft MOA 2015 – 15-066</b>
<b>Re:</b>	<b>Article 45 – Retirement age</b>
<b>Proposal:</b>	Removal of references to compulsory retirement
<b>Existing Regulation:</b>	<p><b>Retirement age</b></p> <p><b>Article 45</b></p> <p>i) The provisions of the Employment (Sex Discrimination) Act 2000 provide for equality in the terms and conditions of men and women. Therefore the normal age at which all employees should retire from employment is equalised at 65 years of age.</p> <p>ii) The normal retirement age specified in (i) above will not preclude any employee from exercising the option of retiring between the ages of 60 and 65 with any superannuable benefits payable in accordance with the relevant superannuation scheme.</p> <p>Last Updated - February 2016</p>
<b>Proposed Amendment:</b>	<p><b>Retirement age</b></p> <p><b>Article 45</b></p> <p><del>i) The provisions of the Employment (Sex Discrimination) Act 2000 provide for equality in the terms and conditions of men and women. Therefore the normal age at which all employees should retire from employment is equalised at 65 years of age.</del></p> <p><del>ii) The normal retirement age specified in (i) above will not preclude any employee from exercising the option of retiring between the ages of 60 and 65 with any superannuable benefits payable in accordance with the relevant superannuation scheme.</del></p> <p><u>There is no compulsory retirement age for PSC Manual &amp; Craft employees.</u></p> <p><u>A PSC Manual &amp; Craft employee can choose when they wish to retire and until that point, may continue to work as a PSC Manual &amp; Craft employee.</u></p> <p><u>A specific exception applies to Airport Firefighters who are subject to compulsory retirement once the age of 55 years has been reached, due to the specific requirements of the role.</u></p> <p><u>It is recommended that PSC Manual &amp; Craft employees who are considering retirement, first refer to the terms and conditions of their superannuation scheme before committing to a decision</u></p> <p>Last Updated – <del>January 2019</del> February 2016 Amendment No: 15-066</p>

Agreed and authorised by:

Signed on behalf of  
Prospect

M. C. Gervol

Date: 6-2-2019

Signed on behalf of Unite  
the Union

D Halsay

Date: 6/2/19

Signed on behalf of the  
Commission

[Signature]

Date: 6/2/19

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**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 18/09/18.*

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) :	
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<u>Notes/Special Instructions:</u> Communication to Pay Sections required
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