

2.02 Retirement on Age Grounds v6

2.02 Retirement on Age Grounds

[This policy is currently under review;

1. IT does not apply to Staff who joined the NICS on or after 30 July 2007 AND who are covered by the NUVOS pension arrangement. You should refer to the Civil service pensions website; www.civilservicepensions-ni.gov.uk for further details.

2. IT IS INTENDED TO REMOVE THE NICS DEFAULT AGE OF RETIREMENT (AGE 65). STAFF WHO WISH TO WORK BEYOND 65 WILL NO LONGER BE REQUIRED TO APPLY FORMALLY TO CONTINUE WORKING]

This policy covers you if you retire at or after the minimum retirement age which currently is defined as 60 years of age.

- You can retire at age 60 without having your accrued pension entitlement reduced – Section 2 Age of Retirement
- You will be given the option to remain in post beyond age 60 subject to normal efficiency and attendance requirements – Section 2 Age of Retirement
- If you remain in post beyond age 60 you will be subject to the same performance review systems as other staff – Section 2 Age of Retirement
- You will have to state within one month of receipt of a pro-forma, which is issued 6 months prior to your 60th birthday, your intended date of retirement – Section 4 Procedural
- If your intended date of retirement changes you must give the required notice (6 months) to change your intended date of retirement – Section 4 Procedural

[You may be able to continue working beyond age 60 and take some or all of the pension you have built up. Pending the inclusion of “Partial Retirement” into this Handbook you should refer to the Civil Service Pensions Website; www.civilservicepensions-ni.gov.uk for further details]

The following terms within this policy are defined in the glossary:

Retire, pension, reinstatement, re-employment.

You may also be interested in the following policies:

2.03 Early Retirement and Early Severance, 2.04 Early Retirement on Medical Grounds, the rules of the Principal Civil Service Pension Scheme (PCSPSNI) to be found at www.civilservicepensions-ni.gov.uk

This policy is version 6.0

For a printable version please click the icon. Please make sure that your printed version is current with the one on this portal. This homepage is only a guide to the policy, not the policy itself. In the event of any discrepancy between the content of this homepage and the associated policy, the wording of the policy shall apply.

2.02 retirement on age grounds

CONTENTS

1. General.....	3
2. Age of Retirement.....	3

2.02 RETIREMENT ON AGE GROUNDS

[This policy is currently under review;

1. IT does not apply to Staff who joined the NICS on or after 30 July 2007 and who are covered by the NUVOS Pension arrangement. You should refer to the Civil service pensions website; www.civilservicepensions-ni.gov.uk for further details.

2. IT IS INTENDED TO REMOVE THE NICS DEFAULT AGE OF RETIREMENT (AGE 65). STAFF WHO WISH TO WORK BEYOND 65 WILL NO LONGER BE REQUIRED TO APPLY FORMALLY TO CONTINUE WORKING.

3. You may be able to continue working beyond age 60 and take some or all of the pension you have built up. Pending the inclusion of "Partial Retirement" into this Handbook you should refer to the Civil Service Pensions Website; www.civilservicepensions-ni.gov.uk for further details]

1. General

1.1 This section applies to staff who retire at or after the normal age of retirement which currently is defined as 60 years of age; it does not apply to staff who are retired on medical grounds or in the public interest (see policy 2.03, Early Retirement and Early Severance and policy 2.04, Early Retirement on Medical Grounds).

2. Age of Retirement

2.1 The compulsory retirement age will be 65 for all staff.

2.2 You will continue to be able to retire at age 60 without having your accrued pension entitlement reduced under the Classic, Classic Plus and Premium pension arrangements within the PCS(PSNI). Age 60 will continue to be treated as the 'normal age of retirement' except in the case of Prison Officers in post on 3 September 1989 for whom the normal retiring age will continue to be age 55.

2.3 If you reach age 60 on or after 4 October 2002 you will no longer be retired automatically but will, subject to normal efficiency and attendance requirements, be given the option to remain in post up to age 65.

2.4 If you opt to remain in post on reaching age 60 you will be subject to the same performance review systems as other members of staff.

2.5 If you reach age 60 before 4 October 2002, but have been retained beyond your normal age of retirement in order to meet specific business needs, you do not fall within the terms of this policy. Your continued employment remains subject to the terms and conditions in force at the time you reach age 60.

Reinstatement and Re-employment

2.6 Under current rules on reinstatement and re-employment if you have previous service you may be eligible for reinstatement or re-employment. However, if you have reached the normal age of retirement (which is, and will remain, age 60) you are excluded from this facility. If you have reached age 60 or have drawn your occupational pension before 4 October 2002 you are not eligible for reinstatement or re-employment. However, if you are a former NICS employee who has reached 60 years of age and who has re-entered the NICS by means other than reinstatement and re-employment pension abatement rules will apply, where appropriate.

Procedural

2.7 A pro-forma will be issued to you six months prior to your 60th birthday. There will be a requirement for you to state within one month of receipt of the pro-forma your intended date of retirement.

2.8 It is recognised that your intention might change after completion of the pro-forma and subject to giving the required notice (six months), there will be the facility to subsequently change your intended date of retirement.