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RETIREMENT POLICY (Employer Justified Retirement Age)

This policy document applies to your employment at *[Insert organisation name and address]*, ("the organisation") and all other organisation sites that you may be asked to work at from time to time.

1. Policy statement

1.1 The employer's policy is to comply with the law of England regarding retirement. The policy is not a contractual document.

1.2 In the event that the policy and the law conflicts, the law should take precedence. If employees are in any doubt as to what their rights are they should discuss matters with the employer.

1.3 Should this policy change as a result of amendments in the law, the changes will be notified to the employee via the employer's notice board.

2. Definitions

2.1 'Retirement' – the cessation of your employment upon reaching a predetermined age.

3. Retirement Age

3.1 The organisation operates an Employer Justified Retirement Age and the normal retirement age for the purposes of this policy is *[Insert age which must be objectively justified below.]*

3.2 The reasons for this retirement age is because your employment is associated with the following special factors *[insert exceptional nature of*

duties and responsibilities e.g. emergency services which require a minimum level of mental or physical fitness]

Sample document – the remaining are clause headings only
Full document contains all clauses

4. Retirement Rights

5. Retirement Meeting

6. Appeals

7. Date of Implementation

8. Questions

9. Alteration of this Policy

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