

Retirement Policy

Retirement means a big change in a person's life.

People need to plan for retirement.

There is **no** compulsory retirement age.

By law, staff can keep working after they are 65 years old if they want to.

This policy is to:

- help staff members who are considering retirement or who have decided to retire
- give the options and support available
- help staff members leave well.

Retirement

A staff member who wants to retire must resign from their job.

This means they must:

- write a letter saying they want to resign
- give the notice that it says in their contract

All Wales People First will discuss with all staff of all ages what their career plans are.

This will help staff to plan when they want to retire.

All Wales People First understands that someone's plans to retire may change.

Options before retirement

Staff may ask to change their working pattern instead of retiring.

All Wales People First will use the Flexible Working policy to consider any flexible working request.