

Essential Information Leaflet: EMPLOYMENT

RETIREMENT

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Normal Retirement Age

Where a contract of employment does not provide for a 'normal retirement age' the national default retirement age will be used. Currently, this is 65 for men and women.

An employer can allow an employee to work past its normal retirement age (please note that where the employer's normal retirement age is lower than the national default retirement of 65, then the employer may be called upon to objectively justify this lower age).

Notice of Retirement

Employees are entitled to receive at least six months notice of an employer's intention to retire them and the employer may give up to twelve month's notice. In addition to giving the employee the required notice, the employer must also notify the employee that they have a right to request to work past the retirement age.

Request to Work Past Normal Retirement Age

Where an employee makes a request to work past a retirement age (whether indefinitely or for a set period of time), this request must be made between three and six months before the intended date of retirement. The employer then has to convene a meeting to discuss that request within a reasonable period.

If the employer decides to refuse a request to work past the intended retirement date, he should write to the employee to confirm this and must also offer the employee a right of appeal. However, the employer does not have to give any reasons for refusing the request to work past retirement age whether following the first meeting or following any appeal meeting. The employee will have the right to be accompanied at any meeting to consider a formal request to work past retirement age. The statutory right to be accompanied is to be accompanied by a colleague or a trade union representative. (see [Frequently Asked Questions – right to be accompanied](#))

The information given herein is not a comprehensive guide to the law and is intended to be a brief and non-exhaustive summary only. Specific legal advice should be sought for actual cases.

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