

POLICY STATEMENT - EMPLOYMENT OF PEOPLE AGED 65 AND ABOVE

The Council's normal policy is not to recruit or to retain in its employment persons over 65 years of age. (Personnel Committee 16 July 1990)

However, circumstances arise where it may be in the Council's interests to make an exception to this policy.

In all cases, when considering employment of those over the age of 65, consultation with Personnel should take place as a first step. Assessment criteria will be as follows:

1. Where our standard recruitment and selection processes fail to secure a suitably qualified worker from the 'working population' to undertake a role.
2. Where the nature of the work – short term, casual, requiring local knowledge, technical knowledge or familiarity with systems - is such that it is significantly more beneficial to the organisation to retain/engage that individual's expertise. Where this reason is given for employing someone beyond the age of 65, the Director of the relevant Department must approve the decision.
3. Where the nature of the work and the health of the individual are not in conflict. (Use of Occupational Health to assess individuals for some roles may be necessary.)
4. In all cases, the individual must be employed on a fixed term arrangement of not longer than 12 months, except where the nature of the work they do is occasional or casual. Exceptionally, a fixed term contract may be renewed but the relevant assessment criteria must continue to be met.
5. The Council's practice is that the employee's Contract of Employment as a "permanent" employee ends at their 65th birthday. Hence, for any employee who is employed beyond their 65th birthday, we must define the terms under which such employment will take place. Managers should take advice from Personnel on suitable terms and conditions of employment.
6. There may be pension implications from any decision to retain an employee beyond their 65th birthday. Both the employee and his/her Manager should have a clear understanding of these before a decision is made.

We bear in mind, at all times, that we support and prioritise the 'working age' population (aged 18 – 65) in our overall attitude to employment in the Borough, until or unless evolving national legislation sets alternative parameters.