

PSC CIRCULAR

Public Service Commission, Berkley Crescent, P. O. Box 2211
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PSC Circular No. 08/2007

To: Permanent Secretaries and Heads of Departments File: 29/498/1-5

Subject: REVISED RETIREMENT POLICY/
COMPULSORY RETIREMENT AGE FOR
THE PUBLIC SERVICE Date: 9th March 2007

- 1.0 The Public Service Commission has reviewed the retirement policy for the Public Service, and reduced the compulsory retirement age from 60 to 55 years for both civil servants and government wage earners. However, the implementation of the revised/new compulsory retirement age is to be staggered between 2007 and 2008 with this taking full effect from 1st January 2009.
- 2.0 Cabinet, vide Cabinet Decision No: 62 of 2007 had agreed to the revised compulsory retirement age of 55 years and its staggered implementation. The phased implementation will hopefully enable affected officers to rearrange their finances and other commitments before their actual retirement. It would also allow departments to strategize on succession planning to ensure services are not unduly affected. Although there is a staggered implementation process, nothing precludes the Commission from retiring an officer at 55 years, earlier than scheduled, on the grounds of public interest.
- 3.0 The Public Service (General) (Retirement Age Amendment) Regulations 2007 amends Regulation 14(1) of the Public Service (General) Regulations, 1999, on the compulsory retirement age. The new retirement policy becomes effective from 31/03/07.
- 4.0 Clause 3 of the amendment Regulations provide for the transitional or staggered implementation of the new retirement age, as follows:

| Civil Servant Ages | Retirement Date |
|--|----------------------------------|
| Those above 60 years | To be retired immediately |
| 60 years | Retired as & when they turned 60 |
| 59 and 58 (officers turning 58 up until 31/12/07) | 31/12/07 |
| 57, 56 and 55 (officers turning 55 up until 31/12/08) | 31/12/08 |
| The 55 yrs compulsory retirement age will take full and automatic effect from: | 01/01/09 |

- 5.0 General Orders 223 and JIC Agreement Clause 15 are amended accordingly. Furthermore, GO224 and JIC Agreement Clause 17 are to be fully complied with.
- 6.0 Civil Servants and Government Wage Earners are to be informed and notified of the date of their retirement. Those who have accrued leave due to them should be allowed to take this leave prior to their attaining the retirement age.
- 7.0 Those officers, apart from the Accounting and Common Cadre (including the Administrative, Clerical, Secretarial, Hansard and Telephonist groups) should write to their Permanent Secretaries seeking re-employment after retirement, clearly stating their reasons for wishing to be re-employed. Applications when received are to be properly assessed in terms of the needs of the Ministry with emphasis on the scarce skills areas, availability of vacant post(s) and funds and the duration of the re-employment. Officers in the Accounting and Common Cadre positions should write to the Permanent Secretary for Finance, National Planning, Public Enterprise & Sugar Industry and to the Permanent Secretary for the Public Service & Public Sector Reform, respectively. Re-employment criteria is attached as **Appendix A**.
- 8.0 Officers re-employed will be on contract, at the grade immediately below that which the officers had retired on and will be paid the salary at the maximum of the scale.
- 9.0 This Circular supercedes PSC Circular No: 16/2001 dated 25th May, 2001.
- 10.0 Please ensure that this circular is brought to the attention of all officers and employees in your Ministry/Department(s). Any clarification and/or further information required may be sought and obtained from Mrs. Losana Ravuso, Principal Employee Relations Advisor, Employee Relations Division, Public Service Commission, on telephone 3314588 ext 218 or email lravuso@psc.gov.fj



[Tom Lee]

Acting Permanent Secretary for the Public Service & Public Sector Reform

CRITERIA FOR RE-EMPLOYMENT AFTER RETIREMENT

The following criteria should be adhered to when a retired officer/employee seeks to have his/her services re-engaged.

1. The justification by the Unit Head for the need to re-engage the retired officer/employee;
2. Confirmation of availability of a vacant post and funds;
3. A specific duration for the re-employment. Any extension beyond 18 months should be referred to the Commission;
4. A work plan for the said post and officer/employee;
5. A Medical Report certifying that the officer/employee is fit to continue in employment;
6. The Ministry/Department to ensure that a succession plan is in place;
7. The name of the officer identified to understudy the incumbent.