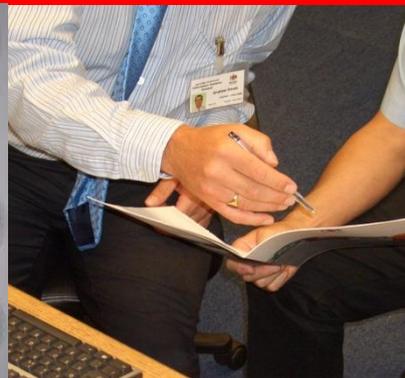




Isle of Man
Government

Reilrys Ellan Vannin



CIVIL SERVICE COMMISSION CONSULTATION RESPONSE

Policy on Re-Employment of Public Service Staff Following Retirement

Office of Human Resources
October 2013

Response to Consultation
to review the
Policy on Re-Employment of Public Service Staff
Following Retirement

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1. Introduction and Executive Summary

- 1.1 This consultation exercise was designed to invite comments on the proposal to introduce a 'Policy on Re-Employment of Public Service Staff Following Retirement.'
- 1.2 A total of 13 responses were received, of which 3 were from individuals and 10 were from organisations.
- 1.3 A total of 35 separate comments or suggestions were received, each of which were considered and, where appropriate, incorporated into the Policy.

2. Consultation Process

- 2.1 On 14 June 2013 the consultation document was published on the Isle of Man Government website and was also issued direct to consultees.
- 2.2 Responses were invited to be submitted by Friday 26 July 2013.
- 2.3 A full spreadsheet of comments, suggestions and responses may be viewed at <http://www.gov.im/hr/ConsultationDetail.gov?id=381>

3. General Comments

- 3.1 The underlying principle of this Policy is that Isle of Man Government should generally seek to avoid staff re-employment following retirement; however, it recognises that special provision may be made for casual, bank and supply roles and some specific areas of skills shortage, as determined from time to time.
- 3.2 On the whole the proposed introduction of the Policy was supported by consultees, who welcomed the improved clarity it offered on this subject.
- 3.3 It was recognised that the criteria provided in the new Policy would assist Accounting Officers to assess the eligibility for re-employment of retired staff members.

4. Conclusions

- 4.1 Having considered the consultation responses the Council of Ministers has concluded that it:-
 - a. endorses the 'Policy on Re-Employment of Public Service Staff following Retirement'
 - b. is fully committed to supporting the implementation of the Policy within Government on an ongoing basis.
- 4.1 The Office of Human Resources (OHR) will be seeking the assistance and support of Chief Officers and all managers/supervisors in rolling out this Policy to public sector staff over the coming months.

- 4.2 OHR will write to all staff to make them aware of the new Policy prior to implementation on 1 January 2014.
- 4.3 Consideration will be given to any obligations placed on employers by the forthcoming Equality legislation which is currently being drafted. There is potential that this legislation may remove default contractual retirement ages altogether or set a specific age, before which, it will be unlawful for employers to dismiss employees on the grounds of age. In this event the Policy will be reviewed to ensure compliance with the law against discrimination on the grounds of age.

List of Respondents	
1.	Chief Secretary's Office
2.	Civil Service Commission
3.	Department of Home Affairs
4.	Department of Infrastructure
5.	Department of Social Care
6.	Isle of Man Post
7.	Manx Electricity Authority
8.	Manx National Heritage
9.	Office of Human Resources
10.	Prospect Isle of Man
	In addition 3 individuals responded