

Selkirk College Policies and Procedures		Title and number	6140 Retirement		
		Replaces	B6003.1		
		Effective	2002-01-01	Next review :	2006-01-01
Executive Responsibility	Administrative Responsibility	Recommended by Policy Review Committee		2003-06-11	
Director, Human Resources	Director, Human Resources	Recommended/Approved by Education Council		2003-06-11	
		Approved by President		2003-06-11	

1 POLICY

The normal retirement age for all employees is 65 years, subject to the provisions of any applicable collective agreement or statute. Selkirk College recognizes the importance of having human resources policies and practices that support its mission and values statements. Accordingly this policy gives due consideration to the needs of individuals who are facing retirement, their interest in continuing employment beyond 65 years of age, and the needs of the employer.

Employees who turn 65 years of age and older may, at the discretion of the President, be reappointed for a term not exceeding one (1) year subject to the following regulations.

2 ADMINISTRATIVE REGULATIONS

1. Employees shall normally retire June 30 next following their 65th birthday.
2. Employees desiring an annual extension of their employment beyond the normal retirement date, or other extensions, must submit their request to the President by January 31.
3. The President shall request a recommendation for an extension from the relevant senior manager and department head/supervisor regarding the employee's satisfactory performance and general suitability for an extension..
4. The President shall provide an extension subject to a satisfactory recommendation.
5. An extension may not be provided in the event the College is facing a reduction in staffing in the relevant area.

Other relevant policies:

Key words:

Employees, Retirement