

Retirement Policy

INTRODUCTION

According to the Section 187(2)(b) of the Labor Relations Act 66 of 1995, a termination based on age is fair if the employee has reached fair or agreed age of retirement for the persons employed in that capacity.

[Company Name] has adopted the general retirement age of [X] years but recognizes the need to retain certain employees who performed exceptionally with high skills and productivity beyond the age of [X] Years. It accordingly allows employee extensions according to the rules of the relevant retirement funds.

PURPOSE

The purpose of this policy is to set out the procedures followed by [Company Name] for effecting employee's retirement upon reaching the age of superannuation and provide advice and guidelines related to the retirement.

SCOPE

This retirement policy is applicable to all the regular full-time and part-time employees of the company.

PRINCIPLES

- Retiring employees must be given at least one year's notice of whether or not they will be granted an extension beyond retirement, to allow for planning.
- The criteria and processes for providing extensions beyond retirement must be fair, consistent, and transparent.
- For all recommendations or decisions, all evaluation panels or committees must provide thorough justifications.

Retirement Policy The Next Fifty Years

John Griffith



Retirement Policy The Next Fifty Years:

Fifty Years of Social Security, 1985 **Inventing Retirement** Leslie Hannah, 1986-04-17 This 1986 book examines why old age saving became rooted in the employment contract **Retirement Policy** Policy Studies Institute, National Institute of Economic and Social Research, Royal Institute of International Affairs, 1982 Monograph of conference papers on retirement trends and social policy issues in the UK discusses population structures resources of older people likely developments and financial aspects of pension schemes and social assistance impact of early retirement and flexible retirement older worker employment opportunities comments on labour legislation and considers employment policy and fiscal policy options Graphs and references List of participants Conference held in 1981 Dec 8 and 9 Issues in Pension Funding (Routledge Revivals) David Blake, 2015-08-11 First published in 1992 this book explains how pension funds work in order to highlight their impact on the economy as a whole David Blake explores the different systems in operation at the time of writing both state run and private sector and describes policy initiatives such as personal pension schemes Longer life expectancy overseas investment equal opportunities and short termism in capital markets are among the issues discussed as David Blake assesses how pension funds typically behave This is a title of continued relevance which addresses the questions repeatedly raised within government and wider society **Women, Health, and Healing** Ellen Lewin, Virginia Olesen, 2022-09-16 Originally published in 1985 this collection of essays expands the understanding of both health itself and the ways in which women may experience their roles as consumers and providers of health care The authors represent a number of disciplines anthropology sociology and political science and examine issues of public concern on both sides of the Atlantic Many important health questions are discussed including the increasing use of high technology methods on obstetrical care HRT the treatment of frail elderly women occupational health health issues of sport and fitness and health care systems of the UK US and Canada as they relate to women in various social circumstances **The Graying of the World** Laura Katz Olson, 1994 This unique book studies America's frail older population relative to the elderly in ten other nations It contains a cross national assessment of approaches to long term care for the elderly and explains the nature and extent of current and future problems related to caring for the functionally impaired elderly By studying and analyzing the ongoing struggles of other nations in their attempts to cope with growing populations of frail elderly readers in the U S can expand the parameters of their own national debate on the subject The Graying of the World shows the political economic and social context in which decisions on elder care are based and evaluates how successful various countries programs have been Chapters outline alternative approaches taken by disparate types of national systems highlighting unique and creative solutions to provide useful information on new and alternative ways to respond to personal and public issues related to elder care The elderly and their care in Finland France Germany Great Britain Israel Japan People's Republic of China Sweden and Yugoslavia are discussed as are the elderly in Canada and the United States Chapters cover the following topics for each

country the increasing number of frail elderly and their costly health needs the current and future role of the state in elder care the current and future role of the family in elder care types of support services offered for the elderly including in home care community based care and institutional care the relationship of a nation's political economy to its attitude and policy on long term care innovative approaches to elder care Practitioners decision makers and the concerned general public will all find *The Graying of the World* an interesting and informative book that expands the discussion of health care options available for the elderly As such the book is also a helpful text for undergraduate and beginning graduate students of gerontology public policy and comparative politics as well as for social service practitioners It provokes much needed conversation on developing a healthcare plan for the future that meets the needs of a large elderly population Retirement policies and the railroad retirement system United States. Congress. Joint Committee on Railroad Retirement Legislation,1953 *The Changing Contract across Generations* Vern L. Bengtson,W. Andrew Achenbaum,2024-11-01

Generational conflict has attracted considerable attention in the media and within academic circles during the past decade At the center of this collection of papers analyzing various facets of that conflict lie complex issues of generational equity issues that will remain important for the framing of public policy during the 1990s What do the young and the middle aged owe the elderly In discharging that debt to what extent are they able to provide for their own old age in a climate of changing notions of welfare What light do the longer perspectives of history shed on these issues What role do kinship gender and economic status play The papers commissioned by Bengtson and Achenbaum are intended to give greater analytic rigor to current debates The volume is interdisciplinary not only by theoretical intent but by the practical imperatives of gerontology More than a dozen sociologists economists historians demographers and policy analysts discuss the meanings and ambiguities that are inherent in terms such as generation equity compact contract and conflict in order to assess how relations between the age groups seem to vary from one sociohistorical context to the next This distinguished group of contributors raises comparative issues throughout assessing variations in generational ties by gender race class and geographic location Several project the extent to which recent changes in the political economy public philosophy and demographic structure of most modern societies presage greater conflicts or greater consensus in family members relationships and social ties Social Policy Hugh Bochel,Guy Daly,2014-03-26 This thoroughly updated new edition provides a comprehensive introduction to contemporary social policy and addresses its historical theoretical and contextual foundations Divided into four sections it opens with a survey of the socio economic political and governmental contexts within which social policy operates before moving on to look at the historical development of the subject The third section examines contemporary aspects of providing welfare whilst the final part covers European and wider international developments The text explores the major topics and areas in contemporary social policy including work and welfare education adult health and social care children and families crime and criminal justice health housing race disability Issues are addressed throughout in a lively and accessible style and

examples are richly illustrated to encourage the student to engage with theory and content and to help highlight the relevance of social policy in our understanding of modern society It is packed with features including Spotlight Discussion and review and Controversy and debate boxes as well as further readings and recommended websites A comprehensive glossary also provides explanations of key terms and abbreviations Social Policy is an essential textbook for undergraduate students taking courses in social policy and related courses such as criminology health studies politics sociology nursing youth and social work

Pensions in the Public Sector Olivia S. Mitchell, Edwin C. Hustead, 2001 From the Pension Research Council of the Wharton School this book explores the diversity of governmental pension plans and investigates how these financial institutions must change in years to come

Retirement Benefits, are They Fair and are They Enough? United States. Congress. Senate. Special Committee on Aging, 1981 *Final Report, the 1981 White House Conference on Aging: A national policy on aging*, 1981 Conference report final report on ageing with recommendations on social policy in the USA examines economic implications and social implications of changing age structure issues relating to living conditions training employment opportunities social security and social services for older people the role of government private sector nonprofit organizations families and individuals social research needs public opinion attitudes etc Photographs and references List of participants Conference held in Washington 1981 Nov 30 to Dec

Social Geography Michael Pacione, 2013-04-15 The examination of social questions is a relatively new development in geography but social geography has now blossomed into a fully fledged sub discipline which has in fact influenced significantly all other areas of geography This book first published in 1987 presents an overview of recent developments in all the major branches of social geography As such it provides a valuable introduction to the subject a review of the latest state of the art and a pointer to future research directions

Argentina International Monetary Fund. Western Hemisphere Dept., 2016-11-10 An inherited legacy of imbalances Upon taking office in December last year Argentina's new government faced pervasive macroeconomic imbalances microeconomic distortions and a weakened institutional framework These encompassed unsustainably high consumption levels historically low levels of investment and large fiscal deficits financed by money creation which led to high inflation Distortions at the micro level included an extensive network of administrative controls for example trade barriers foreign exchange restrictions and price controls and a business environment that eroded competitiveness and undermined medium term growth There was also an important weakening of the institutional framework for economic policymaking perhaps most evident in the loss of credibility of the national statistics agency

Pension Schemes and Pension Funds in the United Kingdom David Blake, 2003 Never has there been so much media interest in pensions as there is currently Never has the pensions world changed so rapidly as it has over the last few years we have seen the introduction of a new state supplementary pension scheme new stakeholder pensions and a flood of companies closing their final salary schemes and replacing them with defined contribution schemes Never have there been so many complaints about our pension system

about the state pension falling behind earnings about the misselling of personal pensions about the perceived poor value of annuities and about high charges and poor investment performance This new edition of Pension Schemes and Pension Funds in the United Kingdom provides the latest information on all the key state and private pension schemes operating in the UK including the basic state pension minimum income guarantee and pension credit the state second pension company pension schemes and personal and stakeholder pension schemes It does this within the context of the long historical development of the UK pensions system since medieval times It also examines government pensions policy over the last twenty years in particular the reduction in state pensions and the transfer of the burden of pension provision to the funded private sector It also examines future trends and future concerns such as increasing longevity and the adequacy of savings for retirement when people are young and in work As most pension schemes are funded the author also examines the latest issues in pension funding such as the new accounting standard FRS17 active and passive fund management investment risk budgeting and management global investment performance standards short termism and the Myners review of institutional investment The book concludes with a proposal for the Ideal Pension Scheme **Socialism in a Cold Climate** John Griffith,2010-10-14 First published in 1983 this important and stimulating book is a thoughtful contribution to the debate about the first steps that needed to be taken to build a socialist society in the 1980s It covers topics as diverse as concepts of equality and fairness sexual discrimination economic policy health and urban policy pensions poverty and the economics of the welfare state defence and internationalism *Laws of the State of New York* New York (State), **National Policy Proposals Affecting Midlife Women** United States. Congress. House. Select Committee on Aging. Subcommittee on Retirement Income and Employment,1979 **Ageing and Employment Policies/Vieillesse et politiques de l'emploi: Austria 2005** OECD,2005-09-06 This report on Austria contains a survey of the main barriers to employment for older workers an assessment of the adequacy and effectiveness of existing measures to overcome these barriers and a set of policy recommendations *The Postal Clerk* ,1906

Retirement Policy The Next Fifty Years Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the power of words has been evident than ever. They have the capacity to inspire, provoke, and ignite change. Such is the essence of the book **Retirement Policy The Next Fifty Years**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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