

# RETIREMENT POLICY

## Introduction: How to Use This Template

Retirement is an important transition for both the departing employee and the organization. A well-planned retirement policy will save you time and grief in the long run. However, it is important to note that in Canada, with very few exceptions, there is no mandatory retirement; in some rare cases, employers may be able to defend mandatory retirement programs on the basis that they are bona fide occupational requirements.

This document provides a structured approach to developing a retirement policy and includes the following elements:

- Early and phased retirement procedures
- Notification requirements
- Role transition

Use this template to craft a policy that fits your needs.

To use this template, simply replace the text with information customized to your organization. When complete, delete all probationary or example text and convert all remaining text to black prior to distribution.

<b>Policy Title</b>	Retirement Policy
<b>Policy Owner</b>	Human Resources
<b>Policy Approver(s)</b>	Vice President of Human Resources

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# Policy Issues In Work Retirement

**Ian Roper, Rea Prouska, Uracha  
Chatrakul Na Ayudhya**



## **Policy Issues In Work Retirement:**

**Emerging Options for Work and Retirement Policy** James R. Storey, 1980      **The Retirement Policy Challenges and Opportunities of Our Aging Society** United States. Congress. House. Committee on Ways and Means, 2006      Policy Issues for the Elderly Poor , 1981      **Critical Issues in Human Resource Management** Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2010-11-11 Critical Issues in Human Resource Management will enable all HR students to take a critical approach to HR issues Outlining the influences and shapers of HR strategy including ethics managing in different national contexts employment relations politics governance and finance this book provides students with a full understanding of the complexities of HRM strategy and what the implications of these are There is also crucial discussion of critical issues in the processes and practice of HRM including the dilemmas of onshoring and offshoring gender equality challenging institutional racism and disability discrimination in the modern workplace to enable readers to think deeply and critically about these issues Critical Issues in Human Resource Management also includes discussion of the application of HRM in different sectors such as manufacturing the public sector the private sector and not for profit organizations This will enable HR students to examine HR practices in specific industries and to think about how issues might be dealt with differently in different sectors rather than assuming that best practice is universal Online resources include a lecturer guide with additional seminar activities and discussion topics powerpoint slides and annotated weblinks for students to enable them to develop an astute nuanced and critical approach to human resource management      *Retirement Before Age 65* United States. General Accounting Office, 1986      **Special Report** , 1985      *Psychosocial and Policy Issues in the World of Work* , 1995      **The SAGE Handbook of Aging, Work and Society** John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy      Redefining the Process of Retirement Winfried Schmähl, 2012-12-06 Past and future development as well as possibilities for influencing the process of retirement are discussed in particular effects on the labour market supply and demand behaviour of workers and firms concerning human resource management and occupational pensions financing of social security and income of workers Decisions concerning earlier or postponed full or partial retirement are the main topic stressing the central role of firms decisions depending e g on their view of the productivity of the elderly Reports on Scandinavian countries Sweden Denmark Finland in particular on their approach for partial retirement are included as well as papers discussing possibilities to stop the trend of early exit

from the labour force and how to give incentives for a longer working life e.g. by changes in social security. These topics are discussed in the view of structural changes in demography, economy and society using among other the US and West Germany as examples. The papers point out the necessity to look at retirement as a process in a life cycle perspective requiring longitudinal data for empirical research and in a perspective integrating the different aspects involved.

*Current and Emerging Trends in Aging and Work* Sara J. Czaja, Joseph Sharit, Jacquelyn B. James, 2019-09-13

This timely volume provides an up to date and comprehensive summary about what is known about aging and work and addresses the challenges and opportunities confronting older workers and organizations. The authors describe current and emerging topics related to work and aging adults such as working in teams, the increasing diversity of the labor force, work and caregiving, the implications of technology for an aging workforce and health and wellness issues. The authorship is international; the authors are renowned for their respective work in the topical areas and represent a broad range of disciplines within academia as well as offer perspectives from government and policy. Jobs, organizations, the labor market and the workforce are experiencing dramatic change. Workers of all ages including older workers need to interact with the wide variety of ubiquitous technologies that are reshaping work processes, job content, work settings, communication strategies and the delivery of training and this book aims to update readers on the particular issues facing today's aging adults in the workplace. The chapters' broad and inclusive scope encompasses: Workplace aging and jobs in the 21st century; The retirement income security outlook for older workers; Population aging, age discrimination and age discrimination protections; Older workers and the contemporary labor market; The role of aging, age diversity and age heterogeneity within teams; The intersection of family caregiving and work.

*Current and Emerging Trends in Aging and Work* is relevant to a broad audience of academic researchers, practitioners and students in psychology, sociology, management, engineering, industrial and human factors, the health sciences, gerontology, geriatrics and public health. It is also a useful resource for government and policy leaders as well as workers and managers in the public and private sectors.

Embark on a breathtaking journey through nature and adventure with is mesmerizing ebook, Witness the Wonders in **Policy Issues In Work Retirement** . This immersive experience, available for download in a PDF format ( \*), transports you to the heart of natural marvels and thrilling escapades. Download now and let the adventure begin!

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