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## **Retirement and Post-Retirement Employment for Administrative, Professional and Technical Employees**

Human Resources & Organizational Development (HROD)

**Policy**

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### **1.0 Purpose**

- 1.1 The University of New Brunswick recognizes that through retirement it is provided with an opportunity to recruit new employees who will contribute new expertise and skills to the University. For universities especially such a process of renewal is essential to the service they provide as centers for the transmission of knowledge and culture, scholarly research, and training for employment. For this reason the University of New Brunswick has established 65 years of age as the normal retirement age for all of its employees.

### **2.0 Applicability**

- 2.1 University-wide
- 2.2 This policy applies to all employees of the University of New Brunswick.

### **3.0 Definitions**

- 3.1 None applicable

### **4.0 Implementation**

- 4.1 **SCHEDULED RETIREMENT DATE:** The scheduled retirement date for all employees will be June 30th following their 65th birthday. This does not preclude an employee taking an early retirement or arranging a workload reduction leading to retirement.
- 4.2 **NOTIFICATION:** Prior to the employee reaching the June 30th retirement date, the Human Resources Consultant (Benefits and Pensions), Department of Human Resources & Organizational Development, will write the employee to arrange a meeting to discuss the status of pension and benefits.
- 4.3 **POST- RETIREMENT APPOINTMENT:** In exceptional circumstances (for example, to satisfy staffing requirements and/or to maintain special expertise) an employee may be offered a post-retirement appointment of a specified duration. This decision will be made by the President or the appropriate Vice-President.

### **5.0 Interpretation and Questions**



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- 5.1 The Human Resources Consultant (Benefits & Pensions), Human Resources & Organizational Development, (453-4648) is available to assist employees who are contemplating retirement or early retirement.