

Retirement/Longer Working Life



The Retirement Age

While 65 years of age is traditionally regarded as the age most people retire, there is no single retirement age in Ireland.

In the private sector, the retirement age is set out in the contract of employment, while in the public sector, the age for retirement is specified in legislation.

Notice of Retirement

Where an employee is coming close to the specified retirement age, the employer should give reasonable notice to the employee (6 months if possible) to allow the employee time to think about and plan for life after retirement.

In addition, the employer should, where possible, provide guidance, information and support to the employee to plan their retirement, consider financial issues, etc. Where possible the employer should also assist the employee adjust to retirement (for example by the provision of flexible/shorter working hours, if requested).

Request for Longer Working

An employee may make a request to work longer than their contracted retirement age. While an employer is not legally obliged to facilitate such a request it is important to note that an employer is obliged to justify the retirement of the employee on objective and legitimate grounds. Examples of such grounds could include; health and safety issues, creation of a balanced age structure in the workforce or allowing younger workers to progress.

Such a request must be considered carefully. Where an employer feels unable to grant the request, the grounds for the decision should be set out clearly and communicated to the employee concerned.

Further Information

For further information on all or any of the above please contact our Information and Customer Services at Lo-call 1890 808090 or look at our website www.workplacelrelations.ie



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission