



## RETIREMENT PLANS OF EMPLOYEES

Brian Butler, GCMA Health & Safety and Employment Adviser, answers a query about approaching the subject of an employees retirement plans.

Secretary At Work: May 2011

### *Helpline Question*

*Q: Are there any legal implications in asking employees who are over what used to be the default retirement age of 65 what their retirement plans are?*

**A:** No. It would be prudent to broach the subject at any time even leading up to 65. At least you will know what the employee's plans are at the time. This could then be the basis of further talks which could easily be diarised so both parties keep the subject under review. These reviews can also include performance and capability and what might happen if the employee becomes ill, etc.

The worst case scenario is to surprise and shock the employee by taking an unexpected decision.

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