



Post Retirement Contract Eligibility Requirements and Process

A post retirement contract allows staff who have decided upon a retirement date to return to work post retirement on an agreed contract. Negotiating a post-retirement contract allows staff to access their full superannuation benefit whilst remaining in the workforce for an agreed period of time.

The option is open to application by ongoing full-time and part-time members of staff who are eligible for a superannuation pension or part pension at time of application. Please contact UniSuper to discuss your eligibility for superannuation pension or part pension.

Eligibility and Conditions

- Post-retirement contracts may be approved for a maximum of 5 years.
 - There must be a change in work profile ie If currently full-time the post retirement arrangement would be on a fractional appointment or if currently part-time the post retirement arrangement would be at a different part time fraction.
 - There must be a minimum break in service of 3 months between the retirement date and commencement of the post retirement contract
- Existing superannuation arrangements would cease at the agreed retirement date.
- Any long service leave and annual leave accrual will be paid out as at the agreed retirement date.
- Sick leave accrual would not carry forward to the post retirement contract.
- Each application for a new contract after retirement will be considered on a case by case basis taking UniSuper advice into consideration. It should not be assumed that putting in an application guarantees approval.

Exclusions

Staff on fixed-term contracts and staff on casual contracts are ineligible. All senior management staff are ineligible (VC & P, DVC & VP, VP, PVC, Deans, Directors).

Application Process

1. Application

In the first instance, staff considering applying for a part time post retirement contract must discuss their application with their manager. Requests should then be made in writing to the staff member's Executive Director, DVC & VP, VP, PVC or to the staff member's Dean or Director of Research Centre, nominating the retirement date and preferred date to commence the new fractional work profile on a post retirement contract, and the duration of the post retirement contract. The application must be endorsed before proceeding for approval.

2. Approval

The Vice President (People and Advancement) has the authority to approve applications for a post retirement contract. Applicants will be advised of the outcome of their application within 3 weeks of the date of lodgement of their application with the Office of Human Resources.