



Community Services: Education

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To: Heads of all Educational Establishments

Dear Colleague

Retirement of teachers

- 1 The Education (Scotland) Act 1980 states that a teacher shall retire from the post in which he/she is employed no later than the date of his/her attaining the age of 65.
- 2 Under the Act authorities are permitted to re-employ if and insofar as they consider it appropriate:
 - i a retired teacher in a post other than a post of special responsibility, either full-time or part-time and for a period not exceeding one year in respect of any one re-employment;
 - ii without prejudice to paragraph (i) above, a retired teacher who immediately before his/her retirement held a post of special responsibility, in that post for a period not exceeding three months from the date of his/her retirement.
- 3 The policy of the Executive on the retirement of teachers is as follows:
 - i that as a matter of general policy retirement at 65 be regarded as the norm;
 - ii that the Executive Director of Community Services is authorised to exercise the discretionary powers outlined above in cases where he/she is satisfied that the service would otherwise suffer or that undue hardship to the employee would otherwise occur.

- 4 All requests from teachers for continuation of employment beyond the age of 65 should be submitted in writing to the Executive Director of Community Services at least 3 months before the date of retiral.

Yours sincerely

Executive Director of Community Services

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