

Many employees who are eligible to retire intend to remain in full-time employment for a number of years. However, there are others, who for reasons of health, family responsibilities, etc, are not able to maintain a full-time commitment to work beyond retirement age.

Phased retirement may enable employees who are eligible to retire, but are unable to continue to work full time, to combine aspects of their careers and income with family involvement, other responsibilities and interests.

Through the application of either flexible work practices, leave provisions, or a change to classification level, an employee may ease out of employment rather than move overnight from full employment to full retirement.

With effective planning, phased retirement through flexible work practices may also benefit employers, particularly in terms of knowledge management and skills retention.

If an employee chooses to take a reduction in hours of work, a change of classification level or self-funded leave, there will be implications for their superannuation benefit which will need to be addressed with the employee's superannuation provider.

*Source: Department of Employment and Industrial Relations 'Attraction and Retention Series Workforce Demographics Toolkit: Frameworks and Strategies for an Ageing Workforce'*