



UNIVERSITY OF MANITOBA POLICY

Policy:	POST RETIREMENT APPOINTMENTS
Effective Date:	March 22, 2006
Revised Date:	
Review Date:	March 22, 2016
Approving Body:	Board of Governors
Authority:	
Responsible Executive Officer:	President; Delegated to Vice-President (Academic) and Provost and the Vice-President (Administration)
Delegate: (If applicable)	
Contact:	Executive Director of Human Resources
Application:	All Employees

Part I Reason for Policy

To define the circumstances whereby a University employee may retire from the University, cease participation in the University Pension Plan and subsequently return to work for the University.

Part II Policy Statement

2.1 Employment of Retired Staff Members

2.1.1 The University permits the re-hiring of staff members who have retired from the University or from other employers.

2.2 Employment of Retired University Staff Members

2.2.1 The University permits the re-hiring of former staff members who have retired from the University for casual, temporary or short term appointments in accordance with the appropriate University policy or collective agreements. Often these

appointments facilitate the training of a replacement or permit the staff member to teach on a limited basis.

2.2.2 The University permits the re-hiring of former staff members who have retired from the University into on-going full-time or part-time positions. However, some collective agreements contain a provision prohibiting continuation in full-time appointments beyond age 69.

Part III Accountability

- 3.1 The University Secretary is responsible for advising the President that a formal review of this Policy and Secondary Documents is required.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this Policy.

Part IV Secondary Documents

- 4.1 The Vice-President (Academic) and Provost and the Vice-President (Administration) or the President may approve Procedures which are secondary to and comply with this Policy.

Part V Review

- 5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is March 22, 2016.
- 5.2 In the interim, this Policy may be revised or rescinded if the Board of Governors deems necessary
- 5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:
 - a) comply with the revised Policy; or
 - b) are in turn rescinded.

Part VI Effect on Previous Statements

- 6.1 This Policy supersedes the following:

- a) all previous Board/Senate Policies, Procedures, and resolutions on the subject matter herein;
- b) all previous Administration Policies, Procedures, and directives on the subject matter contained herein; and
- c) 611 Post-Retirement Appointments (October 27, 1993).

Part VII
Cross References

Procedures: Post Retirement Appointments