

 TERMINATION OF EMPLOYMENT	Human Resource Manual
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RETIREMENT

PURPOSE

1. The Government assists employees in planning for retirement from the public service of Nunavut.

APPLICATION


2. These guidelines and procedures apply to all employees.

DEFINITIONS

3. **Retirement** is termination of employment with eligibility to receive an immediate annuity under the *Public Service Superannuation Act*.

PROVISIONS

4. Employees have the primary responsibility for planning their retirement.
5. The Government has qualified staff available to provide pension estimates and benefits information to employees.
6. An employee who is retiring may be eligible for severance leave. Severance pay may be converted to an equivalent period of leave with pay (retiring or severance leave). Superannuation and other deductions are made during this period.
7. Employees may request retirement information from their Departmental Human Resource Section or Compensation and Benefits in Finance.
9. When requested, Compensation and Benefits provides pension estimates and explains retirement benefits available under the *Public Service Superannuation Act* and from the Government.
10. Compensation and Benefits directs the employee to other sources of retirement benefits and information such as Canada Pension Plan and Old Age Security.

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AUTHORITIES AND REFERENCES

11. Main Collective Agreement with the NEU
Article 30, Severance Pay
12. Collective Agreement with the NTA
Article 17 Severance Pay
13. Senior Managers' Handbook
Severance Pay, Retirement/Termination for Health Reasons
14. Excluded Employees' Handbook
Severance Pay, Retirement/Termination for Health Reasons

CONTACTS

15. For further information or clarification, please contact:

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