

Appendix AF

Clause 35 – Transition to Retirement

St John proposed clause changes

Without Prejudice

St John propose the following revision to clause 35, Transition to Retirement:

35 TRANSITION TO RETIREMENT

- a) Employees who are aged 55 or over and have indicated their intention in writing to retire from St John may consider participating in a transition to retirement arrangement. St John will not unreasonably refuse a request by an employee where the proposed arrangement will assist the employee to transition to retirement and it meets St Johns operational requirements.
- b) St John recognises there are a number of flexible working practices contained in this agreement which may assist an employee's transition to retirement. These include:
 - i) working less than full-time ordinary hours, in line with clause 11 of this Agreement;
 - ii) job-sharing an equivalent full-time position in line with clause 14 of this Agreement; and
 - iii) applying for alternative roles within St John.
- c) In addition, an employee who has indicated their intention in writing to transition to retirement may, with approval of St John:
 - i) Cash out long service leave, in line with clauses 27.9.
 - ii) Be granted four (4) weeks' leave without pay per annum, in line with clause 27.16.
 - iii) Be appointed to a role which is lower in pay (post transitional role) long service leave entitlements will be preserved and paid at the pre transition rate of pay:
 - (A) The amount of preserved long service leave entitlement will be communicated in writing to the employee; and
 - (B) Post transition all long service leave entitlements will be accrued and paid at the applicable rate of the new role.
- d) **Notwithstanding clause 32.5 (b), Employees entitled to a redundancy payment will be provided payment in accordance with clause 32.5 (a)**