

RETENTION IN SERVICE BEYOND THE MANDATORY AGE OF SEPARATION

GENERAL

1. Staff Regulation 9.2 provides: “Staff members shall not be retained in active service beyond the age of sixty years or, if appointed between 1 January 1990 and 31 December 2013, beyond the age of sixty-two years or, if appointed on or after 1 January 2014, beyond the age of 65 years. The Secretary-General may, in the interest of the Organization, extend this age limit in exceptional cases.”
2. No staff member has a right to be retained beyond the mandatory age of retirement. Retention in service of staff members beyond the mandatory age of separation is an exception to the provisions of Staff Regulation 9.2, which may be approved by the Executive Director.

CRITERIA FOR RETENTION OF STAFF

3. Retention in service beyond the mandatory age of separation for a staff member, up to and including at the D-2 level, may be granted provided the criteria below are met:
 - (a) It has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and
 - (b) Retention of the staff member is in the interest of UNFPA due to the exigencies of the service concerned.
4. If a staff member is retained, it shall be for the minimum time required for the replacement of the staff member concerned and should not normally exceed six months after that staff member has reached the mandatory age of separation.
5. During the period of retention, the staff member shall continue to be a participant in the United Nations Joint Staff Pension Fund until his/her separation from service.

PROCEDURE FOR RETENTION OF STAFF

6. Requests for the retention of staff beyond the mandatory age of separation shall be made to the Director, Division for Human Resources (DHR). The Director, DHR, will review such requests in light of the above criteria. He/she may make a recommendation to the Executive Director whether the staff member should be retained beyond the mandatory age of retirement. The Executive Director shall take the final decision.