



Circular F37/01

Upper Age Limit for Recruitment Purposes in Vocational Education Committees

To : The Chief Executive Officer Vocational Education Committee

I am directed by the Minister for Education and Science to state that arising from the enactment of the Employment Equality Act, 1998, 65 years has been established as the upper age limit for appointments to non-teaching posts.

The normal retirement age remains at 65 years. At present, any officer recruited over the age of 60 years would not qualify for a pension and lump sum on reaching the retirement age limit of 65 years, but may, depending on the circumstances, be entitled to a short service gratuity or death gratuity. Every such officer should be advised accordingly.

All candidates should be informed in respect of each competition that any candidate who reaches the age of 65 years prior to appointment would cease to be eligible for appointment on the result of that competition.

The Employment Equality Act, 1998, prohibits age discrimination in recruitment between the ages of 18 and 65, subject to certain limited exceptions set out in section 34(3) and (5) thereof.

VEC's will be required to bring age limit qualifications for non-teaching posts fully into line with the provisions of the Act. The Department should be given details, and reasons for the retention of age limits, of any non-teaching posts in respect of which the VEC proposes to retain age limits for recruitment purposes.

Any queries regarding the implementation of this Circular Letter should be addressed to Martin O'Brien, Post-Primary Administration, Tullamore (0506-24336)

J. Kelly
Assistant Principal Officer
16th July 2001