

Appendix one

Retirement policies of other main stream denominations

Methodist

There is no retirement age but when you candidate you are asked to declare that you can offer at least ten years of active service. You and the church have to be confident that you are able to offer 10 years of service from entering probation.

<https://www.methodist.org.uk/for-churches/ministries/called-to-ordained-ministry/frequently-asked-questions/>

Church of England

In the Anglican Communion the current retirement age of 70 is under review, and the Archdiocese of Perth Australia have just abolished retirement age. It is anticipated that this will also be the decision in the UK.

Baptist Union

In most church employment situations, it is not possible to adopt a fixed retirement age. Most retirement policies do not specify a fixed retirement age. The nationally recognised default retirement age of 65 no longer applies. We expect that in most cases a flexible retirement date will apply and a retirement policy for 'no fixed retirement age' can be found at Annex 8.

We [The Baptist Union] currently do not have a fixed retirement.

You are therefore free to retire when you wish to do so and will not be pressurised into retiring because you have reached, or are approaching, a certain age.

. . . We will not make generalised assumptions that performance will decline with age, whether due to competence or health issues. If we think there are problems with your performance or ill-health, these will be dealt with in the usual way, through our Capability Procedure or Sickness Absence procedure.

Undeb yr Annibynwyr Cymraeg (Union of Welsh Independents)

There has never been a retirement age so a written policy is not required.

Eglwys Bresbyteraidd Cymru (Presbyterian Church of Wales)

The handbook, which has not been updated since 2012, states. 'Subject to the consent of the Church you may postpone your retirement beyond your normal retirement date'.

The current situation is that many are continuing in stipendiary ministry.

Moravian

There is no retirement policy.

The Church of Scotland

The Default Retirement Age (DRA) was phased out in 2012. This change means that whether or not any contracts of employment issued by your Kirk Session or Congregational Board contain an age at which your employee has to retire, you will not be able to use the DRA to compulsorily retire employees. No employee can be forced to retire simply because they have reached the age of 65 (or other contractual retirement age). Compulsory retirement will be treated as a dismissal like any other and will be unlawful unless it can be objectively justified and is fair within the meaning of the legislation.

Roman Catholic

Diocesan priests are generally expected to retire at the age of 75. It is the role of the Ministry to Priests team to assist and advise with planning ahead for this.