I am in a post at grade 8, 9, 10 or ALC6 **

The EJRA policy no longer applies to you. You will no longer have a set retirement date:

- If you are in a permanent contract you can choose at what age you wish to retire.
- If you are in a fixed-term contract (inc one associated with a current, agreed EJRA extension) the normal end of fixed-term contract processes apply.

How do the changes to the University's EJRA policy affect you?*

I am an academic or in a post at grade RSIV (or a clinical equivalent) and I do not already have an agreed EJRA extension

I am an academic, or in a post at grade RSIV (or a clinical equivalent) and I already have an agreed EJRA extension My retirement date is 30 September 2023 and this is the 30 September before my 69th birthday.

My retirement date (which is not associated with a currently agreed extension) is 30 September 2024 or later. The changes do not affect you. Your retirement date remains 30 September 2023 (unless you have already submitted an EJRA extension application, and an extension has been agreed).

Your retirement date will be pushed back by one year to the 30 September preceding your 70th birthday (you may choose to retire before this date)

If you wish to apply for an extension to your EJRA according to the criteria in the EJRA Procedure, an application should be made **two** years, in advance of your retirement date.

During your extension you will be employed on a fixed-term contract and your employment will end at the end of this contract (any further employment would be subject to the EJRA procedures)

*Full information about the changes to the EJRA Policy is available on the EJRA website

** Staff in grades 1-7 are not affected by the changes as they were already excluded from the EJRA provisions