



Bradley House, 68 Coombe Road, Kingston upon Thames, Surrey, KT2 7AE

FIRE BRIGADES UNION
General Secretary: Matt Wrack
Telephone: 020-8541-1765
Facsimile: 020-8546-5187
E-Mail : office@fbu.org.uk

CIRCULAR: 2008HOC0209SS

11 March 2008

TO : BRIGADE SECRETARIES

Dear Brother/Sister,

AGE DISCRIMINATION AND WORKING BEYOND 55 YEARS OLD

Over recent weeks there have been several enquiries to my office re the ability to work beyond age 55 years old. Several Fire and Rescue Authorities have imposed restrictions to this causing some distress and confusion to FBU members.

The current position following The Employment Equality (Age) Regulations Act 2006 means a Fire and Rescue Authority cannot discriminate directly against you - that is, to treat you less favourably than others because of your age - unless objectively justified or to discriminate indirectly against you - that is, to apply a criterion, provision or practice which disadvantages you because of your age.

There is a national default retirement age of 65, making compulsory retirement below 65 unlawful unless objectively justified. This means that if an individual wishes to work beyond age 55 years old they are entitled to do so and it would be unlawful for a Fire and Rescue Authority to refuse or apply restrictions, such as more stringent or regular medicals than the rest of the workforce, based purely on age.

These are only two of the issues that are covered by the Employment Equality (Age) Regulations Act 2006 but nevertheless are very important to members when considering their future plans. Should anyone require further clarification re working beyond age 55 years old please contact my office at barbara@fbu.org.uk

Yours in Unity,

SEAN STARBUCK
NATIONAL OFFICER

SS/ba