



ANMF (Vic Branch) Policy

Retirement age for registered nurses, midwives, enrolled nurses and unregulated health care workers (however titled)

Preamble

There is no statutory retirement age in Australia. The Australian Nursing and Midwifery Federation (Victorian Branch) [ANMF (Vic Branch)] recognises nurses, midwives and personal care workers may choose to work beyond the age of 67 years. In Australia, the retirement incomes system envisages a possible span of retirement starting between the ages of 55 to 70 years. ANMF (Vic Branch) supports its members working voluntarily to any age so long as they are competent and able to do so.

Policy

It is the policy of the ANMF (Vic Branch) that:

1. Nurses/midwives/personal care workers may continue their employment until any age. The ANMF (Vic Branch) will actively pursue reforms to ensure that Federal and State Government legislation in relation to superannuation, pensions, education and WorkCover do not discriminate against employment opportunities for nurses/midwives/personal care workers.
2. Discrimination against any employee on the basis of age is unacceptable and may also be unlawful in certain circumstances. The ANMF (Vic Branch) will act on members' behalf to ensure employers do not pursue policies aimed at inducing involuntary retirement.
3. Employers must adhere to the provisions set out in the Equal Opportunity Act (2010).