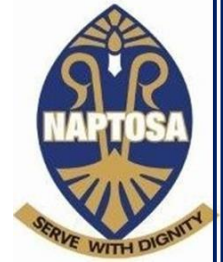


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NNF 14 of 2025

07 May 2025

Early Retirement Programme (ERP) Update and Survey

As indicated in *NNF 8 of 2025*, the Public Service Coordinating Bargaining Council (PSCBC) is currently engaging in consultations regarding an Early Retirement Service Exit Programme (ERP) proposed by the employer. The employer has subsequently presented a draft resolution to Council, outlining the objectives and structure of the proposed programme on early retirement without penalisation of pension benefits, as well as offerings of financial incentives for retirement.

The ERP incentive structure is as follows:

- 🕒 **Employees aged 55–59:** A cash incentive equivalent to *two weeks' salary for the first 20 years* of pensionable service, *plus one week's salary for each year thereafter*.
- 🕒 **Employees aged 60–63:** A cash incentive of *two weeks' salary for the first 10 years*, *plus one week's salary for each year thereafter*.

NAPTOSA holds the view that since this proposal is not a bargaining item, it does not require a formal resolution. We do, however, remain open to engaging in negotiations should the employer seek to formalise the process through bargaining.

NAPTOSA has formally requested the Education Labour Relations Council (ELRC) to conduct a research study on the potential impact of the ERP in the education sector. As part of this process, we will be conducting a survey among our members to assess how many eligible individuals would consider applying for the programme.

We appeal to all **qualifying members to click on the link below and complete the short 30-second survey**. We urge all Site Representatives to ensure that every qualifying member participates, so we can collect accurate and representative data to guide our engagement.

Survey QR Code and Link: <https://forms.gle/ZSxQQwkchg7qQA7K6>



NAPTOSA will keep members informed as the process unfolds.

Mr BL Manuel

Executive Director