

All you need to know about phased retirement

This fact sheet has been created to inform job seekers and current employees about the benefits of working with Main Roads.

What is phased retirement?

Phased retirement is a flexible working concept that allows mature-age employees to ease out of employment by way of reducing the number of hours worked, changing your role duties or adjusting employment arrangements.

Phased retirement provides an incentive for you to delay your retirement and continue to contribute to the workforce either on a long term or short-term arrangement.

What am I entitled to through phased retirement?

There are numerous options available to Main Roads employees who wish to ease themselves into retirement. You can:

- reduce your working hours and enter into a part-time work agreement
- implement a telecommuting arrangement
- use proportionate pay to purchase more leave entitlements
- contract to District office whilst travelling by taking leave without pay and offer your services for an agreed period of time
- move sideways to a lower level role prior to retiring so you can undertake a mentoring role for up to 12 months
- continue employment after you have officially retired and taken any leave owing to you by negotiating a return to work on a casual, consultancy or contract basis.

These phased retirement options are available based on the needs of both you and Main Roads.

What are the benefits of phased retirement?

The primary benefit for Main Roads is being able to retain our valued and highly skilled employees in the workforce for a longer period of time.

The primary benefit for you is the ability to remain in the workforce and earn an income, while increasing work life balance and the time available to pursue other lifestyle commitments and opportunities.

How do I find out more?

You can:

- visit our careers website at www.thinkdifferent.qld.gov.au
- email us via yourcareer@mainroads.qld.gov.au