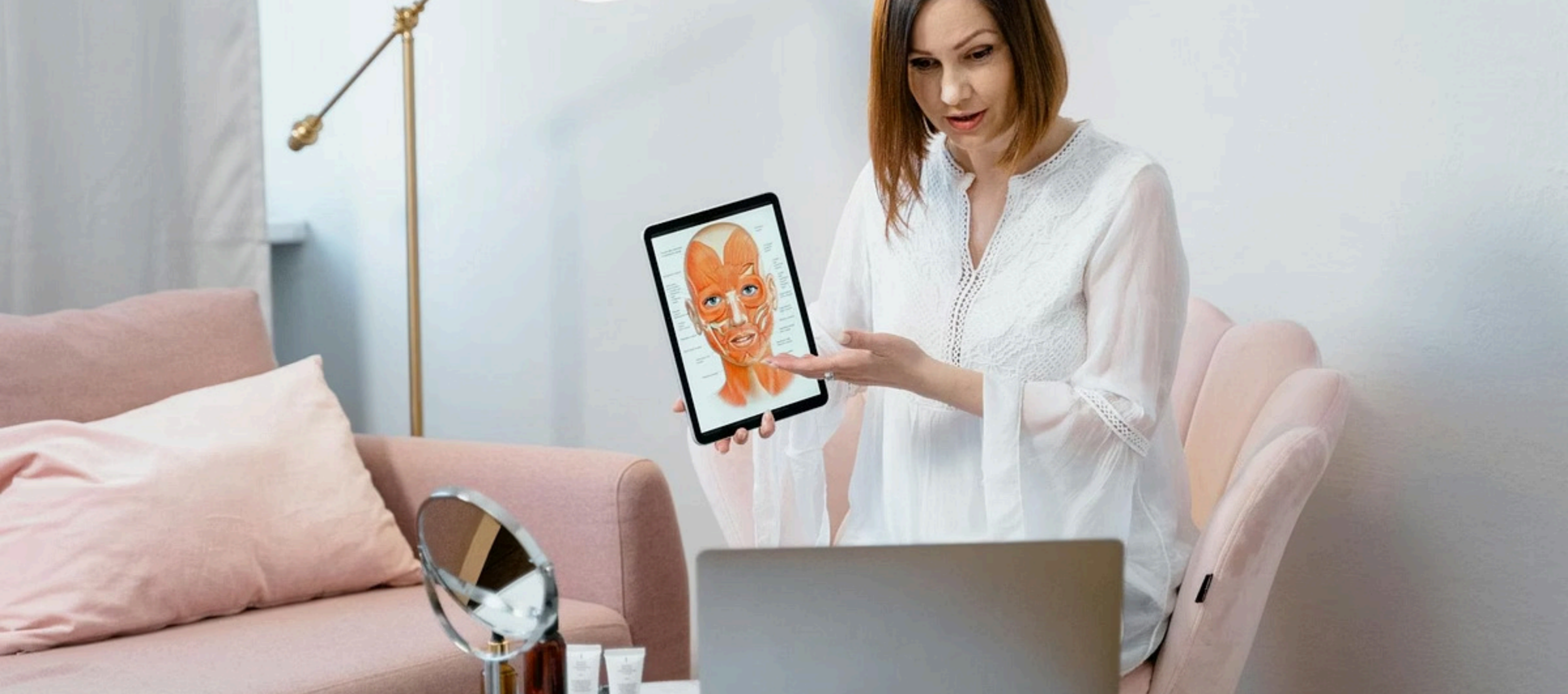




Medical Retirement Policy

Understanding your rights when long-term illness
affects employment



When Does This Apply?

Extended Absence

Employee absent for extended period due to sickness or incapacity

Medical Assessment

Employer may require medical examination to assess health status

Return Potential

Evaluation determines possibility of returning to work duties



Medical Examination Process

01

Nomination

Employer nominates registered medical practitioner for examination

02

Agreement

Employee should agree to practitioner before examination proceeds

03

Employer Expense

All costs covered by employer, not employee responsibility

04

Report Review

Employer considers medical reports from all sources carefully



Key Considerations

Job Performance

Can employee perform responsibilities normally and satisfactorily upon return?

Return Timeline

When might employee realistically be able to return to work?

Alternative Options

Are there suitable roles for diminished capacities or temporary arrangements?



HR Involvement Essential

Privacy & Confidentiality

HR Unlocked must be involved in medical examination decisions and report considerations.

All matters handled with utmost sensitivity and discretion.

Benefits Check

Verify retirement benefits and entitlements before discussing options with employee.

Ensure full understanding of implications.



Sensitive Management Required



Stay Connected

Managers maintain contact with employees during long-term absence



Handle Carefully

Difficult situation requiring compassionate and thoughtful approach



Open Discussion

Employer discusses conclusions with employee before final decisions

Need Guidance?

Medical retirement requires careful handling and expert advice.

Contact HR Unlocked for professional support with medical retirement processes

[Get Expert Help](#)

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