

**Tripartite Advisory On Re-Employment of Employees
from Age 65 To 67
(released on 29 September 2014)**

1. This advisory seeks to encourage and guide employers on the implementation of re-employment of older employees from 65 to 67 years old.
2. Today, many employers plan for re-employment of older employees from age 62 to 65 years old. Continued employment beyond aged 65 is often not as well planned. Going forward, employers are encouraged to proactively plan for, and re-employ as many of their older employees between 65 and 67 years old as possible in suitable jobs with reasonable terms and conditions.
3. As a good practice, employers should continue to extend the same re-employment practices for such employees between 65 to 67 years old in accordance with the recommendations in the main section of the Tripartite Guidelines on the Re-employment of Older Employees (for aged 62 to 65) where possible.
4. Employers have the flexibility to adapt the principles in the Guidelines to suit their particular circumstances to provide more employment opportunities for workers aged 65 to 67. This includes flexibility in the job arrangements, such as re-employing employees in the same job, modifications to existing jobs, re-deploying the employees to different jobs or other work arrangements (such as part-time work). Employers should explain and discuss the work options offered with their employees.
5. Employers who have made reasonable efforts but are unable to find suitable jobs within or outside the company for eligible employees aged 65 to 67 are to provide, as a last resort, outplacement assistance in the form of a payment.