

## TPC Solution Assists Organisations to Overcome DRA Legislation

The abolishment of the DRA (Default Retirement Age) not only raises practical issues for organisations in managing the older employee, but also across the workforce more generally in a wide range of areas such as succession and workforce planning, performance management and ensuring consistency and fairness in their policies and practices.

Employers should be aware of the potential restriction on their ability to manage their workforce and potential increased redundancy liabilities.

The changes will have far reaching implications for the way many businesses work and employers who fail to make the necessary changes to approaches to employee retirement may face claims of unfair dismissal and discrimination.

Recent research advises that nearly three-quarters (**72%**) of organisations do not appreciate the impact of eliminating the DRA will have on their business performance, costs and pension offering. This legislation will be applicable to all employers and all company sizes and sectors.

**“I have an employee who is under performing. I was hoping to use the DRA to dismiss him when he reaches 65. Obviously, now that the law has changed I unable to do so. What can I do?”**

There is now a greater awareness more than ever that necessary outputs in terms of business results require commitment, alignment and focussed input by the entire workforce and not just small pockets.

It is therefore important for employers to build a partnership with employees, where they understand what drives an individual career wise as well as personally, what their core areas of competence are and how the work context will play to their strengths to receive maximum output.

This approach provides a more robust platform to enable employers to provide employees with the responsibility of owning their own careers and on delivering results for the organisation. It also highlights where/when individuals no longer align and/or are not performing so that appropriate actions can be taken to deal with issues relating to poor performance or under performing individuals remaining within their organisation, ‘waiting for their pensions’ or just not delivering the necessary performance results.

Rialto Transforming the Performance Culture(TPC) training and coaching solutions address all of the above and supports management to confidentially and lawfully address an employees current performance and aspirations for the future, whilst creatively shaping a win win way forward ensuring role performance.

**“Do I have to have a retirement discussion with my employees?”**

Not necessarily. There is no requirement to hold discussions with employees regarding their future plans, but you may find it helpful to do so for your own organisational and succession planning purposes.



For further information on how TPC can assist your organisation to grow and develop, please contact:

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