

Result of ballot on Grace 2 of 12 June 2024 (EJRA) and an amendment

23 July 2024

The Registry gives notice that, as a result of the ballot held between 10 and 22 July 2024, Grace 2 of 12 June 2024, recommending the retention of the Employer Justified Retirement Age (EJRA) but with changes to its scope and other revisions to the University's Retirement Policy, was **approved**.

The Council had already called a vote on the Grace's proposals. Following the receipt of an amendment proposing the abolition of the EJRA for all officers, the Council agreed on 28 June to add the amendment to the ballot paper with some minor changes to the drafting ([Reporter, 6748, 2023–24, p. 727](#)). The 28 June Notice also confirmed the options on the ballot paper as follows:

(A) In favour of the Grace in its original form

- The EJRA only applies to academic officers, the Vice-Chancellor and the Pro-Vice-Chancellors
- The EJRA takes effect at the end of the academic year those officers reach 69
- The changes to the Retirement Policy and Ordinances are made with effect from 1 September 2024, as set out in the Report

(B) In favour of the Grace as amended

- The EJRA is abolished for all officers, both academic and academic-related, with immediate effect

(C) Against the Grace, whether in its original or amended form

- The EJRA is retained for all officers, both academic and academic-related, as it currently stands, retiring at the end of the academic year in which they reach 67

The results of the voting, conducted under the Single Transferable Vote regulations ([Statutes and Ordinances, p. 121](#)), are shown below.

Number of valid votes: 3,498 (no invalid votes) (quota: 1,749)

	<i>First count</i>	<i>Transfer of option (C) votes</i>	<i>Second count</i>	<i>RESULT</i>
(A) EJRA of 69 for academic officers, Vice-Chancellor and Pro-Vice-Chancellors only	1,699	570	2,269	APPROVED
(B) Abolition of the EJRA for all officers	900	+30	930	
(C) No change: EJRA of 67 for all officers	899	-899	–	
<i>Non-transferable</i>		299	299	
TOTAL	<u>3,498</u>		<u>3,498</u>	