

# TS

AGE-FRIENDLY  
WORKPLACES

Tripartite Standards



## Is an age-friendly workplace on your company's agenda?

Creating an age-friendly workplace is crucial for retaining older employees who wish to prolong their careers while staying productive.

By adopting the Tripartite Standard on Age-Friendly Workplace Practices, you can better attract and retain older employees and tap on their wealth of experience.

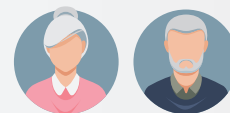
Run through the checklist on the right to see if your organisation is ready.

To adopt this Tripartite Standard, visit [tafep.sg](https://www.tafep.sg)

01

### Recruit based on merit

Age is not a selection criterion used when advertising for, shortlisting or selecting job candidates.



02

### Appoint a senior management member to champion age-friendly practices

A member of the senior management is appointed to champion age-friendly workplace practices.



03

### Offer training and development

Older employees are trained to perform their jobs effectively.



04

### Invest in their well-being

Workplace health programmes for older employees are implemented.



05

### Redesign jobs and workplaces

Jobs and workplaces are designed to be age-friendly.



06

### Reward older employees fairly

Older employees who are not at the maximum of their salary ranges and have satisfactory work performance are given annual increments, if other employees are also given annual increments.



07

### Initiate re-employment discussion early

Employees are engaged on re-employment issues at least 6 months prior to reaching the retirement age of 63, and for any subsequent extension of the re-employment contract. Employees are offered re-employment contracts at least 3 months before they are to be re-employed, with a duration of at least 1 year.



**LET TRIPARTITE STANDARDS**  
**BE YOUR EMPLOYMENT STANDARD**