

Retirees as Short Term (ST) Consultants and Temporaries

Frequently Asked Questions

Note that these FAQs apply to hiring short term consultants and temporaries at the IBRD. For procedures in place at IFC, please [click here](#).

1. What is the retiree one year cooling off period?

The one year cooling off period means retirees are ineligible for Bank Group employment as short term consultants or short term temporaries ("ST") until a period of 365 consecutive days without Bank Group employment has transpired.

2. What is the intent of a one year cooling off period for retirees?

The cooling off period is meant to improve incentives for timely succession planning and knowledge transfer, and free up opportunities for other full time staff and new talent.

3. Who will be subject to the cooling off period?

The cooling off period will apply to all new retirees immediately following retirement and to existing retirees who have not had a consecutive 365 day break in Bank Group service. For purposes of the cooling off period, a retiree is defined in Staff Rule 4.01, para. 8.02 as a person who:

- (a) is receiving a pension under the Staff Retirement Plan;
- (b) is enrolled in the Retiree Medical Insurance Plan or the Retiree Medical Benefits Plan; or
- (c) terminated Bank Group employment due to reaching the mandatory retirement age.

4. Does the 365-day cooling off period apply to staff members who retired because they reached mandatory retirement age, but do not draw a pension because they did not have enough service to qualify for a pension annuity?

Yes. The definition of a retiree for purposes of the cooling-off period (see FAQ No. 3 above) includes a staff member who reached the mandatory retirement age. Staff needs to meet any of the three criteria contained in the definition of a retiree to be subject to the cooling off policy.

5. If someone is on a Bank Group retiree medical plan but has deferred receiving a pension, will this count as being a retiree for cooling off purposes?

Yes. The definition of a retiree for purposes of the cooling-off period (see FAQ No. 3 above) includes a staff member who participates in the Retiree Medical Insurance Plan. Staff needs to meet any of the three criteria contained in the definition of a retiree to be subject to the cooling off policy.

6. Will the cooling off period also apply to staff who have separated under a Mutually Agreed Separation (MAS) or Early Out?

Yes, if the person is also a retiree, as defined above. However, not all MAS or Early Out separations are linked to retirement.

7. Is there a difference in terms of treatment for people who have "normal retirement" versus "early" or "deferred"?

No. The application of the cooling off period is not dependent on an early, deferred or normal retirement. As long as a staff member meets one of the three criteria in the definition of a retiree (see FAQ No. 3 above) the cooling off period applies.

8. The kiosk announcement says the cooling off period will take effect July 2012. Can a retiree take on assignments in the intervening period?

Yes, a retiree can take assignments between now and June 30.

9. How does this policy affect current retiree ST appointments?

This cooling off period will be applied on July 1, 2012 and thereafter. ST appointments *already in place* on January 1, 2012 will be allowed to continue to their currently existing expiration date.

All new ST appointments from January 1, 2012 forward should expire on or before June 30, 2012, or will be terminated on July 1, 2012 if the ST is a retiree who has not had a cooling off period.

10. Can a retiree avoid the cooling off period by working for a firm, and being assigned by that firm to work at the Bank?

No. The Bank Group's rehire restrictions also apply to work for the Bank Group through a contractor. See paragraph 17 of [GSDs General Terms and Conditions for contracts](#).

11. Will time spent working for a firm on assignments at the Bank Group count as time "away from the Bank" for purposes of calculating the cooling off period?

No. Service performed for the Bank Group by a former staff member as an employee of a firm, regardless of the source of funding, is considered work for the Bank Group for purposes of counting time as an ST.

12. Will time spent on administrative leave prior to actual separation count as part of a cooling off period?

No. Staff on administrative leave are still employed by the Bank Group.

13. Will other periods of ineligibility for rehire count toward the cooling off period?

Yes. Any time following separation during which no service is being performed for the Bank Group may count toward the cooling off period. For example:

- (a) A staff member who receives an expiration payment under Staff Rule 7.02, para. 13.01, may not be reappointed to the staff of the Bank Group in any capacity for the period of time equal to the number of months' pay included in such expiration payment. That time spent with no Bank Group employment would count toward the cooling off period, if they are part of a period of 365 consecutive days without Bank Group employment.
- (b) Following a mutually agreed separation (MAS) with severance, there is a two year period during which the former staff may work no more than 30 days per year. Days during this period of ineligibility will count toward the cooling off period, if they are part of a period of 365 consecutive days without Bank Group employment.
- (c) Following an Early Out, if the staff member opted for a lump sum, they may not work for the Bank Group in any capacity for six months following their date of separation. Those six months during which the former staff member did not work for the Bank Group will count toward the cooling off period, if they are part of a period of 365 consecutive days without Bank Group employment.

14. Will time spent as a “non-fee” ST count as time worked for the Bank Group?

Yes. The cooling-off policy applies regardless of the pay status of the appointment.

15. Will there be a general report or common database that monitors and tracks the cooling off status of new and existing retirees?

HR is working with ISG to ensure that the system shows retiree status and their eligibility to consult.

16. Will there be exceptions to the cooling off period?

Recognizing the need to ease the transition from our current practices, **during the first year** when the cooling off period is in effect(FY13), the MDs/CFO may decide to **postpone** application of the cooling off period, on a case by case basis, if:

- (a) There is a compelling business case that a retiree possesses highly specialized skills and/or experience, critical to the business, that cannot reasonably be obtained from others; and
- (b) There is a defined plan to assure the retiree's succession during the course of the exception period, (in cases where a successor is needed) and,
- (c) The requested postponement is for the shortest period necessary under the circumstances (not to exceed one year).

Also, in cases where staff have not yet retired, the same criteria may be applied to requests to extend mandatory retirement under existing Staff Rule 7.01, para 4.03.

17. Why is the number of days retiree STs can work being reduced from 190 to 150?

The number of days will be reduced to 150 to align with allowable days for non-retiree STs, while still allowing access to the talent pool of retirees who have met the cooling off requirement.

18. What is the Mandatory Retirement Age (MRA)?

The Bank Group adopted a mandatory retirement age of 62 in 1974.

19. Are there plans to increase the MRA along with this change?

The MRA will be reviewed as part of the Compensation & Benefits Review as published on the website (<http://compbenreview/>).

FAQs related to the International Finance Corporation (IFC)

1. What is the IFC's practice with regard to retirees?

The current IFC practice with regard to ST appointments is to engage retirees as STs only if a strong business case exists showing the need for highly specialized skills for which there is no internal capacity and only if a plan is in place to build internal capacity, with a limit of 150 days per fiscal year. Approval is by the Vice President, Human Resources, Communications and Administration if the retiree is a former Director of the IFC or a former Vice President of the Bank Group, or by the IFC Director for Human Resources for all other retirees.

In addition, IFC has a special need to appoint retirees as directors on corporate boards. Those appointments are possible only after a one year cooling off period. For a full explanation of procedures in place at IFC, please [click here](#).

2. Can Bank retirees work as STs at the IFC?

Yes, under the IFC practice described on their website: [click here](#).

3. Can IFC retirees work at the Bank?

Yes, subject to Bank rules and practices, including the cooling off period.