CUSHIONING THE SHOCK OF EARLY RETIREMENT POLICY

A human resources management perspective of revitalising the teaching workforce

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ABSTRACT
This paper focuses on developing and managing the teaching workforce in Fiji. Specifically, the paper examines the sudden lowering of retirement age of public servants including teachers and the need for the employing authorities to manage their teaching workforce more effectively. Teachers are the most significant resource in schools, especially in developing contexts as they play a key role in children’s education and school improvement efforts. Based on the premise that teachers deserve the most attention, the paper highlights potential risks of inappropriate strategies for developing and managing the teaching workforce, which could have far-reaching effects on all spheres of a nation’s development. The paper argues the putting in place of mechanisms to avoid premature loss of teachers from the profession. The findings from the literature discussed in this paper have implications of relevance to education policies and plans, and identifies practices necessary to improve the management of teaching resources, an essential forerunner to improvement of the quality of education in Fiji.