TENURE OF OFFICE (RETIREMENT POLICY)

ALL MEMBERS

With effect from 6 July 2026

Purpose and Aims

1. Previous policies related to member retirement are revoked.

2. This policy applies to both solicitor and lay members. It sets out the arrangements governing members' tenure of office, reappointment and retirement.

3. The Tribunal seeks to maintain a membership with the skills, knowledge and experience required to discharge its functions effectively. It values the expertise, judgement and institutional knowledge developed by experienced members, which helps to ensure that cases are heard by skilled and experienced Divisions of the Tribunal. At the same time, the Tribunal recognises the benefits of refreshing its membership over time, creating opportunities for suitably qualified new members and encouraging a membership that reflects, as nearly as possible, the diversity of the profession it serves. The Tribunal therefore seeks to achieve an appropriate balance between retaining valuable experience and supporting the gradual renewal of its membership.

4. All members will retire from office on reaching the age of 75. No member may be appointed or reappointed for a period extending beyond their 75th birthday.

5. Members will be appointed for terms of five years.

6. Re-appointment on the expiry of a term is not automatic. A member may be reappointed for a further five year term, provided that:

   a. the member will not reach the age of 75 during the proposed further term, except as provided in paragraph 7;

   b. the member continues to meet the requirements of the prevailing SDT Appointments Protocol and Code of Conduct;

c. the member has sat sufficiently to maintain the necessary knowledge and expertise; and

d. there are no performance or conduct concerns, evidenced objectively through appraisal, complaint adjudication or another appropriate process, which would make reappointment unsuitable.

7. Where a member would reach the age of 75 during a further five-year term, the member may be reappointed for a shorter term ending on their 75th birthday.

8. In considering whether a member should be reappointed, regard may also be given to:

a. the workload and expected workload of the Tribunal;

b. the skills and experience required within the membership;

c. the individual contribution of the Member objectively assessed and recorded during the preceding term;

d. the overall composition and succession needs of the Tribunal.

9. It is expected that members will be reappointed provided that they have upheld the requirements of the prevailing SDT Appointments Protocol and Code of Conduct.

10. Members may not be re-appointed if:

a. they have not sat sufficiently to maintain expertise; or

b. there have been performance concerns evidenced objectively by appraisal or complaint adjudication.

11. Any decision not to reappoint will be determined by a majority decision of the Board. Where there is an equality of votes, the President will have the casting vote.

12. Tenure of members may be ended before the expiry of a fixed term for good cause. “Good cause” means reasons, objectively evaluated, which would preclude reappointment. A

decision to end a member's tenure of office before the end of a five year term can only be made by the Board.

13. The reappointment of existing members is subject to this policy. An existing member may continue to serve, and may be considered for further reappointment, notwithstanding the number of terms already served or the total length of their service. In every case, their tenure will end no later than their 75th birthday.

Original Policy dated:	**30 June 2023**
This policy dated:	**6 July 2026**

Policy issued by the Policy Committee of the Solicitors Disciplinary Tribunal