

PCSPS(NI)

Principal Civil Service Pension
Scheme (Northern Ireland)

classic plus
premium
partnership

Civil Service Compensation Scheme (Northern Ireland) [CSCS(NI)]

Early retirement and redundancy for classic plus,
premium and partnership pension account members



Department of
**Finance and
Personnel**

www.dfpni.gov.uk



Civil Service Pensions

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Important note

We have tried to use as little jargon as possible. Where we have had to use technical terms, we have put them in **bold** and explained them in the glossary at the end of this booklet.

This booklet does not cover every aspect of the Civil Service Compensation Scheme (Northern Ireland) [CSCS(NI)]. The full details are contained only in the rules, which are the legal basis of the scheme. You should note that nothing in this booklet can override the rules, and in the event of any difference, the rules will apply.

Introduction

This booklet provides information on the early retirement and redundancy benefits that are payable to premium, classic plus and partnership members.

There are five categories:

- approved early retirement (AER);
- flexible early retirement (FER);
- flexible early severance (FES);
- compulsory early retirement (CER);
- compulsory early severance (CES);

Early severance applies to those who leave early, under age 50, with at least 1 year service and to those aged 50 or over with less than 5 years service.

Early retirement applies to those who leave early, aged 50 or over, with at least 5 years' service.

This booklet does not cover ill health or medical retirement. To find out more about this benefit, see the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)] website:

www.civilservicepensions-ni.gov.uk

Or you may contact us, details on page 16.

At a glance

For each category, we explain how we work out the benefits and also what the conditions are. In all cases, your benefits will be based on your **final pensionable earnings** and your **current reckonable service**.

You should be aware that the amount used to work out compensation benefits may be different from those used in working out **classic plus** and **premium** pensions.

At a glance

Type of Departure	Benefits	Who Qualifies
AER	<ul style="list-style-type: none"> • Early payment of pension earned to leaving date without reduction. 	<p>If you are a classic plus or premium member, your employer may offer AER if you are 55 (50 if you were employed before 6 April 2006) and have at least 5 years' service; You can also ask to leave under AER if you are 55 or over with at least 25 years' service (but this is subject to your employer's agreement).</p> <p>If you are a partnership member, you may apply to your pension provider to take your pension at any time from age 50, 55 if after 2010, but the annuity rate will depend on your age when you draw your pension.</p>
FER	<ul style="list-style-type: none"> • Lump sum compensation • Annual payments to pension age • Smaller annual payments from pension age • Pension preserved for payment at pension age for classic plus and premium members • Under FER partnership members can take their pension benefits from age 50 (55 from 2010). 	Employer may invite if you are 50 or over with at least 5 years' service.
FES	<ul style="list-style-type: none"> • Lump sum compensation • Pension preserved for payment at pension age for classic plus and premium members 	Employer may invite if you are under 50 with at least 1 year service (and to those 50 or over with less than 5 years' service).
CER	<ul style="list-style-type: none"> • Lump sum compensation • Annual payments to pension age • Smaller annual payments from pension age • Pension preserved for payment at pension age for classic plus and premium members • CER partnership members can take their pension benefits from age 50 (55 from 2010) 	Employer will provide if you are made redundant (or if you apply when employer asks for volunteers), aged 50 or over with at least 5 year's service.

At a glance

Type of Departure	Benefits	Who Qualifies
CES	<ul style="list-style-type: none">• Lump sum compensation• Pension preserved for payment at pension age for classic plus and premium members• Special terms for certain staff who were serving in 1987 and who have 'reserved rights'.	<p>Employer will provide if: you are made redundant or you apply when employer asks for volunteers.</p> <p>You must either be aged under 50 with at least 1 year service or be 50 or over with less than 5 years' service.</p>

Approved early retirement (AER)

Who qualifies?

There are two categories:

- employers may invite applications from **classic plus** or **premium** members aged 55 (or from age 50 if employed before 6 April 2006) and who have at least five years' qualifying service; and
- members of classic plus and premium who are at least 55 and who have a minimum of 25 years' **qualifying service** may apply to their employer.

In both cases, your employer decides whether to accept the application as the organisation has to meet the costs of paying the pension early.

If you are a partnership member, you may apply to your pension provider to take your pension at any time from age 50 (55 from 2010) but the annuity rate will depend on your age when you draw your pension.

What are the benefits?

We pay your pension before **pension age**, without any reduction for paying it early.

You may opt to take your pension benefits in a different form. See the section 'Options available for pension and lump sum' on page 14.

Pensions in payment are increased every year in line with the cost of living. These increases are paid to all pensioners aged 55 or over.

What about tax?

Under current legislation, if you choose to take a lump sum instead of some of your pension, this will be tax-free, subject to the **Lifetime Allowance**. You will pay income tax on your pension as if it were earned income.

Flexible early retirement (FER)

Who qualifies?

Employers may invite those aged 50 or over who have at least five years' qualifying service to retire because of limited efficiency, limited postability or restructuring.

What are the benefits?

We pay you:

- A lump sum compensation payment when you leave;
- An annual compensation payment (ACP) until you reach pension age; and
- A smaller ACP or a further lump sum when you reach pension age, unless you are in partnership. Partnership members may only receive a further lump sum at pension age.

How do you work out the lump sum compensation?

The lump sum compensation when you leave has two elements:

- $\frac{3}{80}$ x your **final pensionable earnings** x a **notional service enhancement**, plus
- An element recognising that you will have to wait until pension age for the full value of your pension lump sum. (You do not get this element if you have a partnership pension account).

This is worked out as follows:

$\frac{3}{80}$ x current **reckonable service** x final pensionable earnings x factor. (See table on page 5 for the factors.)

What factor is used to calculate the element relating to having to wait until pension age for the full value of your pension lump sum?

Age at retirement (year and complete months)		
From	To	Factor
50 years 0 months	50 years 5 months	0.285
50 years 6 months	50 years 11 months	0.272
51 years 0 months	51 years 5 months	0.260
51 years 6 months	51 years 11 months	0.247
52 years 0 months	52 years 5 months	0.234
52 years 6 months	52 years 11 months	0.221
53 years 0 months	53 years 5 months	0.207
53 years 6 months	53 years 11 months	0.193
54 years 0 months	54 years 5 months	0.179
54 years 6 months	54 years 11 months	0.165
55 years 0 months	55 years 5 months	0.151
55 years 6 months	55 years 11 months	0.136
56 years 0 months	56 years 5 months	0.121
56 years 6 months	56 years 11 months	0.106
57 years 0 months	57 years 5 months	0.090
57 years 6 months	57 years 11 months	0.074
58 years 0 months	58 years 5 months	0.058
58 years 6 months	58 years 11 months	0.042
59 years 0 months	59 years 5 months	0.025
59 years 6 months	59 years 11 months	0.008

How big is the ACP?

The ACP to **pension age** is:

Your **final pensionable earnings** x (your current **reckonable service plus the notional service enhancement**) x $1/80$

The ACP from pension age is:

Your final pensionable earnings x the notional service enhancement x $1/80$.

From pension age, you can choose to give up (commute) the ACP for a lump sum. This lump sum is 12 times the annual rate of ACP. If you have a partnership pension account you will receive this lump sum as you will not have the choice of an ACP from pension age.

ACPs in payment are increased every year in line with the cost of living. These increases are paid to all those in receipt of an ACP aged 55 or over, to make sure that the benefit maintains its original buying power.

Example

Anne is aged 55 and is a member of the **premium** scheme. Anne's final pensionable earnings are £20,000, her pension age is 60 and she has 25 years' **current reckonable service**. In this case, Anne's notional service enhancement = 5 years

Anne's lump sum

- part 1 = $3/80 \times £20,000 \times 5 = £3,750$
- part 2 = $3/80 \times 25 \times £20,000 \times 0.151$
(a factor based on Joan's age) = £2,831.25

Total lump sum = £6,581.25

Anne's ACP to pension age = $£20,000 \times (25+5) \times 1/80 = £7,500$ per year

Anne's ACP from pension age = $£20,000 \times 5 \times 1/80 = £1,250$ per year

Alternatively, Anne could take a lump sum instead of $12 \times £1,250 = £15,000$

How do you work out the notional service enhancement?

We use two calculations:

A: Your actual reckonable service plus $6\frac{2}{3}$ years (up to a maximum of $51\frac{2}{3}$ years) x your final pensionable earnings at your early retirement date divided by 80.

B: Your projected reckonable service (up to a maximum of 45 years) x projected final pensionable earnings.

We use the smaller amount to work out your pension benefits. If the second calculation is used we make a further calculation to work out the limit of the enhancement because of the 45 years' limit.

If you work part-time, the notional enhancement of $6\frac{2}{3}$ years and projected reckonable service are reduced in the proportion that your actual current reckonable service bears to the equivalent full-time current reckonable service.

What happens to my pension?

If you are a member of classic plus or premium, we preserve (or freeze) your pension until pension age, but you could apply to take it early on actuarially-reduced terms from age 55 (or from 50 if you were employed before 6 April 2006). If you have a partnership pension account, it will be for you to decide when to turn your pension pot into an annuity (an income for life). You can do this at any time between the ages of 50 (55 from 2010) and 75.

What about tax?

Under current legislation, your compensation lump sum will be tax-free up to a maximum of £30,000 and you will pay income tax on anything over this. The £30,000 limit applies to the total of all compensation lump sums received, whether on departure or at pension age. However, if you transferred from classic to either classic plus or premium on 1 October 2002, your compensation lump sum on departure will be tax-free and will not count towards the £30,000 limit.

Your ACP will be taxed in the same way as earned income.

When your pension comes into payment, you will have an option to give up some of your pension for a lump sum. Under current legislation, this lump sum will be tax-free, subject to the **Lifetime Allowance**. You will pay income tax on your pension as if it were earned income.

You may opt to take your pension benefits in a different form. See the section on 'Options available for pension and lump sum' on page 14.

Flexible early severance (FES)

Who qualifies?

Employers may invite those aged under 50 with at least one year's qualifying service to leave early because of limited efficiency, limited postability or restructuring.

Those over 50 who do not have sufficient service to be eligible for flexible early retirement may qualify for the FES terms.

What are the benefits?

We pay you a lump sum worked out as:

- 2 weeks' **final pensionable earnings** for each year of **current reckonable service** during your first five years of **qualifying service**; plus
- 3 weeks' final pensionable earnings for each year of current reckonable service during your next five years of qualifying service; plus
- 4 weeks' final pensionable earnings for each year of current reckonable service after your first ten years of qualifying service; plus
- 2 weeks' final pensionable earnings for each year of current reckonable service after age 40.

If you are within three years of pension age, the compensation will be reduced by $\frac{1}{36}$ for each month and part month that you are within the three years.

The maximum lump sum is 2 years' final pensionable earnings (or a pro rata amount if you have had recent part-time service).

Example

Colin is aged 45 and is a member of **premium**. Colin's final pensionable earnings are £18,000 and he has 15 years' current reckonable service.

Colin's compensation lump sum is made up of four parts:

- part 1 = $\frac{2}{52.2} \times £18,000 \times 5 = £3,448.27$
(2 weeks/year for first 5 years)
- part 2 = $\frac{3}{52.2} \times £18,000 \times 5 = £5,172.41$
(3 weeks/year for years 6-10)
- part 3 = $\frac{4}{52.2} \times £18,000 \times 5 = £6,896.55$
(4 weeks/year for subsequent years)
- part 4 = $\frac{2}{52.2} \times £18,000 \times 5 = £3,448.27$
(2 weeks/year after age 40)

Colin's total compensation lump sum = £18,965.50

What happens to my pension?

If you are a member of **classic plus** or premium with at least two years' qualifying service (or have transferred pension rights into classic plus or premium from a personal pension), we preserve (or freeze) your pension until **pension age**, but you could apply to take it early on actuarially-reduced terms from age 55 (or from age 50 if you were employed before 6 April 2006).

If you are a member of classic plus or premium with less than two years' service we will instead give you a refund of your pension scheme contributions less your share of the cost of reinstating you into the **State Second Pension (S2P)**.

If you have a partnership pension account, it will be for you to decide when to turn your pension pot into an annuity (an income for life). You can do this at any time between the ages of 50 (55 from 2010) and 75.

What about tax?

Under current legislation, your compensation lump sum will be tax-free up to a maximum of £30,000 and you will pay income tax on anything over this.

When your pension comes into payment, you will have an option to give up some of your pension for a lump sum. Under current legislation, this lump sum will be tax-free, subject to the **Lifetime Allowance**. You will pay income tax on your pension as if it were earned income.

You may opt to take your pension benefits in a different form. See the section on 'Options available for pension and lump sum' on page 14.

Compulsory early retirement (CER)

Who qualifies?

Those aged 50 and over who have at least five years' **qualifying service** and who are forced to retire early (other than through inefficiency or ill health). It includes those who are made redundant and those who apply for redundancy when their employer calls for volunteers.

What are the benefits?

We pay you:

- A lump sum compensation payment when you leave;
- An annual compensation payment (ACP) until you reach pension age; and
- A smaller ACP or a further lump sum when you reach pension age.

Important note

The benefits are the same as FER plus a lump sum compensation payment of up to 6 months' final pensionable earnings.

If you are over pension age, you will not be eligible for these benefits. You may, however, be eligible for compensation equivalent to that which would be payable under the statutory provisions of the Employment Rights (NI) Order 1996.

How do you work out the lump sum?

The lump sum when you leave has three elements:

- A maximum of 6 months' **final pensionable earnings** or a pro rata amount if you have had recent part-time service (if you are within three years of pension age, the compensation will be reduced by $\frac{1}{36}$ for each month and part month that you are within the three years); plus
- $\frac{3}{80}$ x your final pensionable earnings x a notional service enhancement; plus

- An element recognising that you will have to wait until pension age for the full value of your pension lump sum.

This is worked out as follows:

$\frac{3}{80}$ x your current **reckonable service** x your final pensionable earnings x factor.

See page 5 for the factor used to work out the element relating to having to wait to pension age for full value of pension lump sum.

How big is the ACP?

The ACP to pension age is: Your final pensionable earnings x (your current reckonable service plus the **notional service enhancement**) x $\frac{1}{80}$

The ACP from pension age is: Your final pensionable earnings x the notional service enhancement x $\frac{1}{80}$

From pension age, you can choose to give up (commute) the ACP for a lump sum. This lump sum is 12 times the annual rate of ACP. If you have a partnership pension account you will receive this lump sum as you will not have the choice of an ACP from pension age.

ACPs in payment are increased every year in line with the cost of living. These increases are paid to all those in receipt of an ACP aged 55 or over.

Example

Joan is 55 and is a member of **premium**. Joan's final pensionable earnings are £20,000, her **pension age** is 60 and she has 25 years' current reckonable service. In this case, Joan's notional service enhancement = 5 years

Joan's lump sum

- Part 1 = $6/12 \times £20,000 = £10,000$
- Part 2 = $3/80 \times £20,000 \times 5 = £3,750$
- Part 3 = $3/80 \times 25 \times £20,000 \times 0.151$
(A factor based on Joan's age) = £2,831.25

Total lump sum = £16,581.25

Joan's ACP to pension age = $£20,000 \times (25 + 5) \times 1/80 = £7,500$ per year

Joan's ACP from pension age = $£20,000 \times 5 \times 1/80 = £1,250$ per year

Alternatively, Joan could take a lump sum instead of $12 \times £1,250 = £15,000$

What happens to my pension?

If you are a member of **classic plus** or **premium**, we preserve (or freeze) your pension until pension age, but you could apply to take it early on actuarially-reduced terms from age 55 (or from age 50 if you were employed before 6 April 2006).

If you have a partnership pension account, it will be for you to decide when to turn your pension pot into an annuity (an income for life). You can do this at any time between the ages of 50 (55 from 2010) and 75.

What about tax?

Under current legislation, your compensation lump sum will be tax-free up to a maximum of £30,000 and you will pay income tax on anything over this. The £30,000 limit applies to the total of all compensation lump sums received, whether on departure or at pension age. However, if you transferred from **classic** to either classic plus or premium on 1 October 2002, your compensation lump sum on departure, other than the element of up to 6 months' final pensionable earnings, will be tax-free and will not count towards the £30,000 limit.

Your ACP will be taxed in the same way as earned income. When your pension comes into payment, you will have an option to give up some of your pension for a lump sum. Under current legislation, this lump sum will be tax-free subject to the **Lifetime Allowance**. You will pay income tax on your pension as if it were earned income.

You may opt to take your pension benefits in a different form. See section on 'Options available for pension and lump sum' on page 14.

Compulsory early severance (CES)

Who qualifies?

These terms are given to those under 50 with at least one year's **qualifying service** who are forced to leave early (other than through inefficiency or ill health). Those 50 or over who do not have sufficient service to be eligible for CER may qualify for the CES terms.

What are the benefits?

We pay you a lump sum, worked out as follows:

A: All age groups;

One month's **final pensionable earnings** for each year of **reckonable service**; plus

B: For those over 30 who have over 5 years' qualifying service

The lower of:

One month's final pensionable earnings for each year of reckonable service after completing five years' qualifying service; or

One month's final pensionable earnings for each year of reckonable service after age 30; plus

C: For those over 35;

One month's final pensionable earnings for each year of reckonable service after age 35.

The maximum lump sum is 3 years' final pensionable earnings (or a pro rata amount if you have had recent part-time service).

If you are within three years of pension age, the compensation will be reduced by $\frac{1}{36}$ for each month and part month that you are within the three years.

Example 1

Colin is 45. His final pensionable earnings are £14,000 and he has 12 years' reckonable and qualifying service.

Lump sum compensation payment =

- 1 month for each of 12 years = 12 months
- 1 month for each year of reckonable service after 5 years' qualifying service = 7 months
- 1 month for each year of reckonable service after age 35 = 10 months

Total = 29 months = $(£14,000 \times 29)/12 = £33,833$

Example 2

Stephen is 38. His final pensionable earnings are £22,000 and he has 4 years' reckonable and qualifying service.

Lump sum compensation payment =

- 1 month for each of 4 years = 4 months
- Nil as Stephen has not completed 5 years' qualifying service
- 1 month for each year of reckonable service after age 35 = 3 months

Total = 7 months = $(£22,000 \times 7)/12 = £12,833$

People who were employed in the Northern Ireland Civil Service in a **mobile grade** on 1 April 1987 and who leave while serving in a mobile grade have 'reserved rights' to have their severance payments worked out on a different basis. The lump sum compensation paid to those who leave under age 40 is not subject to the limit of 3 years' final pensionable earnings.

Those who leave between the ages of 40 and 50 receive an additional lump sum compensation payment. Contact us for further details.

What happens to my pension?

If you are a member of **classic plus** or **premium** with at least two years' qualifying service (or have transferred pension rights into classic plus or premium from a personal pension), we preserve (or freeze) your pension until **pension age**, but you could apply to take it early on actuarially-reduced terms from age 55 (or from 50 if you were employed before 6 April 2006).

If you are a member of classic plus or premium with less than two years' service we will instead give you a refund of your pension scheme contributions less your share of the cost of reinstating you into the **State Second Pension (S2P)**.

If you have a partnership pension account, it will be for you to decide when to turn your pension pot into an annuity (an income for life). You can do this at any time between the ages of 50 (55 from 2010) and 75.

What about tax?

Under current legislation, your compensation lump sum will be tax-free up to a maximum of £30,000 and you will pay income tax on anything over this.

When your pension comes into payment, you will have an option to give up some of your pension for a lump sum. Under current legislation, this lump sum will be tax-free subject to the **Lifetime Allowance**. You will pay income tax on your pension as if it were earned income.

You may opt to take your pension benefits in a different form. See the section on 'Options available for pension and lump sum' on page 14.

Re-employment

We need to know immediately if you leave employment before pension age and are then re-employed by an organisation covered by the PCSPS(NI) arrangements.

If you are re-employed by an organisation covered by the PCSPS(NI) arrangements within 28 days of your early retirement or severance, your compensation benefits will be cancelled and any compensation you have already received you will have to repay. You should contact us for further information about how this might affect your future pension arrangements.

Partial retirement

If you have already taken benefits under partial retirement arrangements it will affect the amount of compensation you will get. Contact us for more details.

Options available for pension and lump sum

You may opt to take your pension benefits in a different form.

- Giving up some pension for lump sum:

classic plus member - you may choose to give up (commute) some of your pension in exchange for an additional tax free lump sum on top of the automatic lump sum that you are entitled to.

premium member - you may choose to give up some of your pension in exchange for a tax free lump sum.

Within the maximum, you can choose how much lump sum you want, but for each £12 of lump sum you must give up £1 of pension.

The amount of pension after commuting must be enough to cover the amount of **Guaranteed minimum pension** we have to pay you at **State pension age**. That may limit how much lump sum you can have. You can find out how much lump sum you can take, and the effect it will have on your pension by using the calculator at:

www.civilservicepensions-ni.gov.uk

You will find it in the 'Resources' section under 'Calculators'.

Reducing annual pension in this way generally has no impact on dependants' pensions as these are based on your pension before you give any up for a higher lump sum. However, if you are aged 75 or over when you die, the tax rules on pensions will restrict the total of any dependants' pensions payable to a maximum of the amount of your pension at the date of your death.

As taking a higher lump sum reduces your pension, this might lead to your dependants' pensions being reduced if you die after reaching 75. But this is only likely to be an issue if you leave two or more children under age 18 (or under age 23 if they are in full-time education) when you die over age 75.

If you are in classic plus and eligible to receive a partial refund of WPS (widows'/widowers' pension scheme) contributions on retirement, the refund will count towards the maximum limit of additional lump sum you can take.

- Exchanging your lump sum for an increased pension - If you are a classic plus member, you may choose to give up all, or part, of your standard retirement lump sum to increase your own pension, or increase your own pension and also your widow's, widower's or civil partner's pension.
- You can use your compensation lump sum to buy added pension.
- Allocation of pension - You may choose to give up part of your pension to provide benefits for another person. This is known as "allocation of pension". If you take this option, your pension is permanently reduced.

You must contact us if you want to take up one or more of the options. **The options are not available once your benefits have come into payment.**

Paying benefits

We pay pension and compensation benefits as quickly as possible, although no particular start date can be promised. This is because the benefit calculations can only be completed on your last day.

Every effort is made to make sure that you receive any pension lump sum or lump sum compensation you are due within a few days of leaving, and any pension or annual compensation payments you are due as soon as possible afterwards.

Any pension lump sum or lump sum compensation you are due is paid direct to your bank or building society account.

Pensions and annual compensation payments are normally paid monthly in arrears by direct credit to your bank or building society account.

Glossary

Added pension

Classic plus and premium members can boost their pension benefits by buying specific amounts of additional or 'added' pension. They buy added pension by making monthly contributions from pay and/or by contributing a lump sum.

Added years

Before 1 March 2008, members of classic plus and premium were allowed to boost their pension benefits by buying added years of service, either with a lump sum on joining or by monthly contributions during service.

classic plus

Is a final salary occupational pension scheme which forms part of the PCS (NI) arrangements. It was available from 1 October 2002 only for staff in post on 30 September 2002. It provides premium scheme benefits for service from 1 October, with service before 1 October continuing to be pensioned broadly on the model that existed before that date (known as classic).

Current reckonable service

This is the service which counts towards compensation benefits. It can differ from the reckonable service which is used to work out pension benefits. For staff in post on 30 September 2002 who transferred to premium on 1 October 2002, it does not reflect the reduction which was applied for pension purposes to previous reckonable service. For staff employed on or after 1 April 1997 it does not include previous service in the NICS, service arising from rights transferred from another pension scheme or service arising from added years bought.

Final pensionable earnings

These are the pensionable earnings used to work out your compensation benefits. The figure may be different from the one used to work out your pension benefits. Final pensionable earnings for compensation purposes will be your last 12 months' pensionable earnings (not including bonuses) or your pensionable earnings (not including bonuses) in one of the last two full tax years. No account is taken of inflation in comparing

which of these figures gives the best result. AER pension benefits are also worked out using the same final pensionable earnings formula as for compensation benefits.

Guaranteed Minimum Pension (GMP)

This is the minimum pension that premium or classic plus must pay for service before 6 April 1997 due to being contracted-out of the State Earnings Related Pension Scheme (SERPS).

Lifetime Allowance

A limit on the total value of all pension benefits (except the state pension) that can be taken without paying additional tax. The value of benefits is assessed at the time that the pension is taken. It does not limit the total amount of pension benefits that an individual can be paid in their lifetime.

Mobile grade

You are in a mobile grade if you are an executive officer or higher and your employer expects you to:

- move to any post within reasonable travelling distance from your home; or
- take up any detached duty.

Notional service enhancement

This is the extra service which counts towards your compensation benefits on compulsory or flexible early retirement, together with the service you have actually worked. Details of how it is worked out are contained in the FER section of this booklet.

Pension age

This is the earliest age at which classic plus and premium members may retire voluntarily and receive immediate pension benefits without them being reduced. For most members, it is 60.

If you have a partnership pension account, you may apply to your pension provider to take your pension at any time from age 50 (55 from 2010), but where pension age is used in this booklet to describe the timing of the payment of compensation benefits, it means age 60.

Glossary

Premium

Is a final salary occupational pension scheme which forms part of the PCSPS(NI) arrangements. It was introduced from 1 October 2002 and closed to new entrants from 30 July 2007.

Qualifying service

Is the service which enables you to be entitled to pension and compensation benefits. A week's full-time or part-time service both count as one week's qualifying service.

Reckonable service

Is the service that counts towards your pension. Part-time service will count on the basis of hours worked.

State pension age

Is currently 65 for men and 60 for women. For women, it will increase to 65 over the years 2010 to 2020.

State Second Pension (S2P)

This is the additional State pension (on top of the basic state retirement pension) that used to be called State Earnings Retirement Pension.

The amount you receive depends on your National Insurance contributions.

For more information about specific benefits, please contact us.

You can obtain more information about the PCSPS(NI) compensation and pension arrangements from our website:

www.civilservicepensions-ni.gov.uk

Contacting us

If you have any questions about the content of this booklet, about your benefit entitlement or about pensions in general, please contact us using any of the methods below.

**Civil Service Pensions
Waterside House
75 Duke Street
Derry / Londonderry
BT47 6FP**

Tel: 028 7131 9000
Fax: 028 7131 9234

Email: cspensions.cpg@dfpni.gov.uk

Web: www.civilservicepensions-ni.gov.uk

Other useful contacts

Department for Work and Pensions (DWP):

www.dwp.gov.uk

Social Security Agency Northern Ireland:

www.dsdni.gov.uk

Her Majesty's Revenue & Customs (HMRC):

www.hmrc.gov.uk



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