



nuvos & partnership

An overview of your pension choices

We offer a choice of pension arrangements when you join the Northern Ireland Civil Service (NICS).

The table overleaf gives a summary of the benefits for each choice.

<p style="text-align: center;">nuvos defined benefit scheme</p>	<p style="text-align: center;">partnership defined contribution arrangement (partnership pension account)</p>
<p>Substantial employer contributions.</p>	<p>Substantial employer contributions.</p>
<p>Low employee contributions - currently 3.5% of pensionable earnings.</p>	<p>No employee contribution required, but employer will match contributions up to 3% of pay (as well as paying a contribution based on employee age).</p>
<p>Retirement pension for the member based on pensionable earnings throughout their career and increased in line with the Retail Prices Index.</p>	<p>Retirement income provided by an annuity bought with partnership pension account 'pot'.</p>
<p>Benefits payable on retirement from age 65. If subsequently re-employed in an organisation covered by the Northern Ireland Civil Service pension arrangements, pension may be reduced whilst working.</p>	<p>Benefits may be taken at any age between 50 and 75. This will be between 55 and 75 for all partnership pension account holders from 6 April 2010. Do not have to retire in order to take benefits and salary is not affected.</p>
<p>Pension benefits after member's death for spouse/civil partner or partner and children. Partner's pension requires completion of a valid Declaration Form. See booklet 'Pensions for partners'.</p>	<p>On death before retirement, dependants receive pension pot. On retirement, member chooses whether or not to provide pension for dependants as well as for self.</p>
<p>Lump sum – available on retirement by giving up some pension.</p>	<p>Lump sum possible from pension pot before buying annuity.</p>
<p>Death-in-service – lump sum benefit payable.</p>	<p>Death-in-service – lump sum benefit payable.</p>
<p>Pension paid early on ill-health retirement.</p>	<p>Lump sum paid on ill-health retirement.</p>
<p>Opportunity to increase pension benefits by buying added pension, or by contributing to a money-purchase top-up arrangement. You may also be able to transfer in benefits from a previous pension arrangement.</p>	<p>Flexibility to increase pension pot and eventual benefits within HMRC employee contribution limits.</p>

nuvos is a contracted out scheme so you pay lower National Insurance contributions. You will not have any State Second pension for your period of service.

partnership is contracted in to the state pension scheme; you will pay higher National Insurance contributions and receive State Second pension benefits on top of your partnership pension.

For more information visit our website: www.civilservicepensions-ni.gov.uk