



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>
Substantial employer contributions.	
Low employee contributions - currently 3.5% of pensionable earnings.	No employee contribution required , although you can choose to contribute up to 100% of your salary
You get tax relief on contributions, subject to HM Revenue & Customs rules.	
Retirement pension for you based on pensionable earnings throughout your career and increased in line with the Retail Price Index.	Retirement income provided by an annuity bought with your partnership pension account 'pot'.
Benefits payable on retirement from age 65. You can retire before age 65, although your benefits will be reduced to take account of early payment.	Benefits may be taken at any age between 50 (55 from April 2010) and 75. You don't have to retire in order to take benefits and salary is not affected.
Pension benefits for spouse/civil partner or partner and children if you should die. (Partner's pension requires both you and your partner to sign a Declaration form.)	On death before retirement, dependants receive pension pot . On retirement, you choose whether or not to provide a pension for your dependants as well as for yourself.
Lump sum – available on retirement by giving up some pension.	Lump sum possible from pension pot before buying annuity.
Death-in-service benefit lump sum	
Pension paid early on ill-health retirement.	Lump sum paid on ill-health retirement.
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.	Flexibility to increase pension pot and eventual benefits within HMRC employee contribution limits.

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