



HSC Pension Service

Business Services Organisation

Provided by

HSC Pension Service

**Welcome to the
HSC Pension Service
Member Newsletter**



This newsletter is for all active and deferred members of the HSC Pension Schemes and contains important information about your HSC Pension Scheme Benefits



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Member Self-Service

HSC Pension Service has recently launched a Member Self Service Portal which allows members to view their pension record on-line and access their Annual Benefit Statement. Unfortunately due to system updates which run between 10.00pm and 7.01am daily the Member Self Service Portal will be unavailable at these times.



Early Retirement Reduction Buy Out (ERRBO)

ERRBO is a feature of the 2015 Scheme only. This facility allows you to buy out the reduction that would normally apply if you claimed your pension before your normal pension age which in the 2015 Scheme is the same as your State Pension Age, or age 65 if that is later. This is known as an 'ERRBO agreement'.

The agreement can be for early retirement one, two or three years before your Normal Pension Age but no earlier than age 65. An exception to this is where your Normal Pension Age is not a whole number, for example if your Normal Pension Age is 65 years and a number of months then an ERRBO agreement can be taken out to include the number of months.

To find out about more and check your eligibility and the cost click [here](#) for factsheets and click [here](#) to access the HSC Pension Service Expression of Interest form and [Application form](#).

If you elect to purchase an ERRBO, sign and return the agreement document to HSC Pension Service who will instruct your Payroll Provider to deduct the additional pension contributions from the effective date. Your application must be received no later than 5th July to be applicable for that particular financial year. The ERRBO runs from April to March each year. If your application is received before 5 July you may owe arrears if it is not processed before the relevant cut off dates for April, May and June. If this is the case your Payroll Provider will collect any arrears outstanding.

If your application for an ERRBO agreement is made within three months of joining the 2015 Scheme or by the 5th July in any subsequent year it will be effective in that year. Otherwise it will take effect from the following April.



Death Benefit Nomination Forms

HSC Pension Service provides pension and lump sum benefits to your eligible dependants in the event of your death. However, members of the pension scheme that are not legally married should be reminded of the importance of completing form DG3. In the event where a member dies and is not legally married, obtaining a death gratuity payment exceeding £5,000 requires a grant of probate from the courts. Form DG3 eliminates this impediment as the form received will be a binding contract between the member and the HSC Pension Service Scheme.

Following the Supreme Court application by Brewster regarding 'survivors benefits', where it was challenged that members who are not legally married should have similar rights as that of a married couple, only highlights the importance for all members of staff to take responsibility regarding nomination of partners.

Forms [DG3](#) and [PN1](#) are available on the HSC Pension Service website.



How does Part Time working affect my Pension?

HSC Pension Service has received a high volume of calls from member's querying how part time working impacts their pension benefits. Below is a list of frequently asked questions and answers.

Q. How is part time membership scaled to its whole time equivalent membership length in the 1995 and 2008 sections of the scheme?

A. As a general rule, the total hours worked per week of part time membership are divided by the standard hours and multiplied by 7 to give the days of service accrued.

Q. Do you use the member's actual part time pay when calculating benefits?

A. No. We use the member's notional whole time pay when calculating benefits for part time members in final salary linked schemes i.e. 1995 and 2008 schemes.

Q. Can a part time member pension extra hours worked?

A. A part time member can pension extra hours worked up to the standard whole time equivalent weekly hours for the grade, providing those hours are paid at the normal rate for the job. Any hours worked above the standard whole time equivalent weekly hours are classed as overtime and are therefore non-pensionable.

Members should attend the HSC Pension Service workshops organised by your employer to better understand the rules of the scheme and how your benefits are calculated.



Pensionable Pay - What Counts as Pensionable Pay?

Pensionable Pay is deemed by the Scheme Regulations to be:

“all salary, wages fees and other regular payments made to a member in respect of pensionable employment as an officer, but does not include bonuses, pay awards and pay increases that are non-consolidated or payments made to cover expenses or payments for overtime”

Pensionable Pay can include special duty payments such as night duty allowance, weekend or bank holiday allowance or on-call allowance.

Any work carried out in excess of a member's full time contracted hours is NON-PENSIONABLE. This includes but is not limited to:

- a) Hours worked over standard full time hours and paid as overtime
- b) Hours worked over standard full time hours paid at plain time
- c) Additional Programme Activities (PA's) carried out over and above standard full time PA's (medical staff only)
- d) On-Call work carried out over and above standard full time hours

Transferring Benefits into the HSC Pension Scheme

If you have been a member of another pension scheme, you can apply to transfer your pension rights into the HSC Pension Service scheme. Any pension rights transferred in will increase your benefits at retirement.

All applications for a transfer in must be made within 12 months of joining the scheme for the first time. More information regarding a [Transfer of Benefits](#) can be found on our website.

2018-19 Workshops and Consultations

HSC Pension Service will continue to roll out the Member Workshops and One to One Consultations for Scheme Members in the year 2018/19. The workshops and consultations provide Scheme members with important information relating to their HSC Pension Scheme benefits and empowers members with the knowledge to better understand and manage their pension benefits.

In addition to these services we will also be running quarterly sessions for members which will provide guidance on how to navigate the Member Self Service (MSS) Portal and how to use the information available to forecast potential pension benefits on the On-Line Calculators. Further information on dates, venues and particular sessions available will be issued shortly by your employer.



Working in the HSC after Retirement

If you are over the normal pension age (60 for 1995 Section members, 65 for 2008 Section members and State Pension Age or age 65, if later, for 2015 Scheme members) then your pension will not be affected if you return to work in the HSC Pension Service PROVIDING:

- You have a break in HSC Employment of at least 24 hours
- You do not work more than 16 hours per week in your first month of HSC Re-Employment

Your benefits will also not be affected if you retired before the normal pension age and:

- You are in receipt of redundancy benefits and retired on or after 1 October 2011. This is because the unreduced element of your pension has been funded using some or all of your redundancy compensation lump sum.
- You are in receipt of actuarially reduced early retirement benefits. This is because you have funded the early payment of your benefits by the actuarial reduction.

In all other types of early retirement, including 'retirement in the interest of efficiency of the service', your pension may be affected.

If you return to HSC employment or re-employment that is in respect of the provision of HSC services or in respect of the delivery of HSC funded services before your normal pension age your pension may be subject to a reduction. This is known as "**abatement**". Whether your pension is reduced or not will depend on the level of your earnings whilst re-employed. This will also depend upon when you left the Scheme, when you claimed your pension benefits and the type of pension benefits claimed.

Abatement rules cease once you have reached your normal pension age of the Section or Scheme from which you have claimed your pension benefits.

In all circumstances you must remember to tell your new employer that you are in receipt of HSC Pension Scheme benefits and also notify the HSC Pension Service that you have returned to HSC employment.

Please see the following factsheets for further information

- [Working after Retirement](#)
- [Returning to work following Ill Health Retirement](#)





Contact Us:

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By Telephone: 028 7131 9111 (9.00am to 5.00pm – Monday to Thursday;
9.00am to 12.00pm Friday)



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If you have any suggestions for the newsletter or would like a particular topic covered in future publications please do not hesitate in contacting us by emailing: hscpensions@hscni.net



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