

3.2 The Single Public Service Staff Pension Scheme

Pensionable public servants (new joiners) recruited on or after 1 January 2013 (the commencement date of the Single Scheme) will be members of the Single Scheme. It also applies to anyone who was recruited on or after that date, who has a break in Public Sector service of more than 6 months. A standard vesting period of two calendar years must be served before becoming eligible for retirement benefits from the Scheme.

Members of the Single Scheme can log into the Core Pensions Portal to view their accrued benefits under the pension scheme. [Click here](#) to view Frequently Asked Questions and Videos on the Core Pensions Portal.

Information is also available on the Department of Public Expenditure and Reform's (DPER) website on the Single Scheme (Standard Accrual) [here](#)

Pension and Retirement Ages (Standard Accrual)

- **Pension age:** Minimum pension age is 66 (rising to 67 and 68 in line with State Pension age changes).
- **Compulsory retirement age:** Scheme members must retire at the age of 70.

Contribution Rate

The Scheme is integrated with the social welfare system and the contribution rate takes account of the State Pension Contributory (SPC) benefits which are being contributed to by the member and the employer by way of social insurance contributions. In each pay period an amount equivalent to 3.5% of net pensionable remuneration PLUS 3% of pensionable remuneration will be deducted as the member's contribution under the Scheme.

Pensionable remuneration means basic pay that is reckonable for pension purposes, generally comprising salary and pensionable allowances, but excluding overtime.

Net pensionable remuneration means pensionable remuneration less twice the value at that time of the SPC for a single adult without dependents.

Members of this Scheme must also pay the Additional Superannuation Contribution (ASC). ASC 2020 and 2021 rates that apply to the Single Scheme are outlined below:

First €34,500 @ 0%
Next €25,500 @ 3.33%
Balance @ 3.5%

Accrual Rate

Money amounts (referable amounts) building towards pension and lump sum are separately accrued each year using the following formula:

- **Pension:** Accrual rate of 0.58% of full-time pensionable remuneration up to a ceiling of 3.74 X State Pension Contributory (SPC) (currently €48,456) multiplied by percentage of

work pattern, PLUS (*where applicable*) 1.25% of pensionable remuneration above that level multiplied by percentage of work pattern.

- **Lump sum:** 3.75% of full-time gross pensionable remuneration multiplied by percentage of work pattern.

Calculation of Benefits

Calculation formula; during scheme membership, the amounts accrued each year will be increased to reflect the CPI increase between that year and retirement. The annual pension and lump sum payable at retirement will equal the total of these CPI adjusted amounts.

Allowances

Pensionable allowances or emoluments or premium payments, or equivalent, in existence and payable before Scheme commencement on 1 January 2013 are treated as pensionable remuneration under the Scheme. Allowances or premium payments first arising after commencement are pensionable provided they are **(i)** approved as being pensionable, **(ii)** permanent in nature, **(iii)** subject to contributions and **(iv)** have been advised to the Scheme member as being pensionable.

Early Retirement on Medical Grounds

In cases of medically certified incapacity to work, immediate payment of pension benefits accrued to point of retirement with no actuarial reduction is provided for in the Scheme for members with more than two years' service. In such cases, regulations will be made to provide for enhanced benefits payable, having regard to factors such as the member's career to date and expected career to retirement. For members with less than two years' service, a gratuity of 8.5% of pensionable remuneration per year of service is paid.

Retirement on medical grounds:

- **Members with less than 2 years' service** will receive a Gratuity of 8.5% of pensionable remuneration per year of service.
- **Members with more than 2 years' service** will be entitled to immediate payment of retirement benefits accrued to point of retirement (with no actuarial reduction), which may also include an enhancement calculation – see below:

Pension & Lump Sum Benefit enhancement factors

Enhancement of pension & lump sum referable amounts based on:

1. Time Period: Identify time from Ill-Health Retirement Date to Normal Retirement Date, and then divide by 2
2. Monetary Amount: Identify the greater of:
 - Referable amounts (lump sum and pension) accrued in the most recent full calendar year, or
 - Average annual referable amounts in the 3 most recent full calendars years.

Enhancement amount is always capped at:

Ten multiplied by the value of the most recent full year of referable amounts

Formula:

Time Period X Monetary Amount

Time Period (Normal Retirement Date – Ill-Health Retirement Date)/2
X

Monetary Amount (referable amounts accrued in last year OR Average annual referable amounts in the last 3 most recent full years)

Please note that enhancement calculation is based on full year in which a member's referable amounts have not been reduced as a result of unpaid sick leave or TRR (Temporary Rehabilitation Remuneration)

Dependant's Benefits

- **Death in service benefit:** A Lump sum will be payable to the estate of the deceased member equal to twice annual pensionable remuneration in the 12 months prior to death, less any superannuation lump sum previously paid or lump sum which is payable under a pre-existing public service or Single Pension Scheme.
 - If the deceased member was working part-time the Death Gratuity lump sum will be based on the member's full-time salary.
 - If the deceased member was in the Single Scheme for less than 12 months the amount will be twice the Pensionable Remuneration earned.
- **Survivors' benefits:** Spouse/civil partner will be entitled to a pension equal to 50% of member's pension, which may include an enhancement calculation. Also children's benefits will be payable (total payments not to exceed 100% of member's pension).

Enhancement Calculation for Spouse Pension:

- Identify 'Time Period' from the date of death to date of Normal Retirement Date and divide by 2.
- Identify the 'Monetary Amount', which is the greater of referable amounts accrued in last year OR Average annual referable amounts in the last 3 most recent full years).
- Multiply the 'Time Period' by the 'Monetary Amount' and check that this amount does not exceed 10 times referable amount in the most recent full year
- If the 'Time Period' multiplied by the 'Monetary Amount' does not exceed 10 times then divide the calculation by 2 to get 50% for spouse pension.

Purchase of Additional Pension /Lump Sum and Transfers from Funded Schemes

The Department of Public Expenditure & Reform (DPER) Circular 15 of 2019 enables Single Scheme members to purchase additional retirement benefits and also provides a facility for members to transfer retirement benefits accrued in certain other Revenue approved Schemes and PRSAs into the Single Scheme.

[Click here](#) to view Circular 15 of 2019 on the DPER website

Please also [click here](#) to view the Member Purchase Calculation Tool enabling members to under the estimated cost of purchasing extra referable amounts towards their pension and lump sum.

Cost Neutral Early Retirement

The Scheme provides that a member who has reached age 55 may retire early on an actuarially reduced (or cost neutral) basis. The benefits paid are reduced by reference to the member's age at resignation in accordance with actuarial tables approved by the Minister for

Public Expenditure and Reform. [Click here](#) for further information in relation to [Cost Neutral Early Retirement](#) for further information.

Preservation of Benefits

Where, after completing the vesting period but before reaching minimum pension age, a person ceases to be a public servant (other than on cost neutral early retirement or medical grounds) he/she will be entitled to a pension and lump sum payment, payable on application on attaining minimum pension age. The amount of this “preserved pension” and “preserved lump sum” is the amount which would have been awarded to the Scheme member had he or she attained the minimum pension age on the date of ceasing to be a public servant, adjusted for CPI.

Return of Contributions

Scheme members who leave before completion of the vesting period (i.e. 2 years) are entitled to a refund of their contributions adjusted for tax /other statutory deductions, by completing a Pension and ASC/PRD Refund Request Form and submitting it to the Teagasc Pensions Manager or Pensions Officer. Full details are provided by HR Services before a member’s departure date.

Restriction on Number of Pensions Payable under the Scheme

Only one full-time employment or the aggregated equivalent at any time can be taken into account to accrue retirement benefits under the Scheme.

Post Retirement Increases

Pension increases: Based on increases in the CPI.

This is a summary overview of the Single Public Service Pension Scheme, and is not a legal interpretation of the Act. Further details are available in the information booklet entitled “Single Public Service Pension Scheme: General Outline of Standard Terms” and in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, which are available at <https://singlepensionscheme.gov.ie/>

| Version | Revision Date | Summary of Changes | Policy Owner |
|---------|---------------|--|---------------|
| 2.0 | October 2020 | Information on Core Pensions Portal | HR - Pensions |
| 2.0 | October 2020 | Further information on calculation of Ill-Health Retirement Benefits | HR – Pensions |
| 2.0 | October 2020 | Further information on calculation of Dependant’s Benefits. | HR – Pensions |
| 2.0 | October 2020 | Further information on Accrual of retirement benefits | HR – Pensions |

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| 2.0 | October 2020 | Link to CNER circular included | HR – Pensions |
| 2.0 | October 2020 | Further information on Purchase Scheme under DPER circular 15 of 2019 | HR - Pensions |