

Reference No: P18/20/76; **Date:** 23/02/81

Circular 10/1981 :- Revision of the Superannuation Code

A Dhuine Uasail,

I am directed by the Minister for the Public Service to inform you that, following discussions with staff interests, the Superannuation Code has been amended so as to provide for

(a) a further option under the Superannuation Act 1954 for those female civil servants who have been serving since before the enactment of that Act and who are not pensionable in accordance with its terms,

(b) the admission of established female civil servants to the Civil Service Widows' and Children's Contributory Pension Scheme on terms equivalent to those applicable to male civil servants. In effect, that scheme becomes a Spouses' and Children's Pension Scheme.

Further option to adopt the benefits of the Superannuation Act 1954

2. Female civil servants to whom superannuation benefits in accordance with the terms of the Superannuation Act 1954 do not apply may now opt for those benefits provided,

(a) they were serving as established civil servants on 12 April 1954 and continued to serve in an established capacity until at least 1 March 1980,

(b) they are not former officers or employees of Cumann an Arachais Náisiúnta ar Shláinte who are provided for under Section 7 of the Social Welfare Act, 1950.

The female officers concerned currently qualify for a pension of 1/60th of pensionable salary for each year of reckonable service (subject to a maximum of 40/60ths) but do not qualify for a lump sum or death gratuity. If they avail themselves of the option they will qualify for a pension of 1/80th of pensionable salary for each year of reckonable service (subject to a maximum of 40/80ths) and a lump sum of 3/80ths of pensionable salary for each year of reckonable service (subject to a maximum of 120/80ths), or a gratuity in the event of death in service of a year's pensionable salary or, if greater, 3/80ths of pensionable salary for each year of reckonable service (subject to a maximum of 120/80ths). In addition, their retiring lump sum will be increased by ½% in respect of each year of reckonable service which they had completed on 12 April 1954.

3. The provisions in the preceding paragraph should be brought to the notice of all eligible female officers who, on 1 March 1980, were serving in an established capacity in your Department and sub-Departments (including officers on loan from other Departments) or who retired on pension (whether on age or ill-health) since that date. An officer who wishes to make the option should complete Form A attached and must lodge it with the Head of her Department on or before 31 May 1981. It is in the interests of each officer who wishes to make the option to lodge the form as soon as possible since she will not be covered in respect of death gratuity until it is so lodged. The date of receipt of the completed form by the Head of the Department should be recorded on it. If an officer does not wish to make the option, a statement to that effect should be obtained from her before the closing date.

4. Where a person who is already on pension (having retired on, or subsequent to, 1 March 1980) exercises the option any amount of pension overpaid should be recovered by deducting it from the lump sum becoming payable as a result of the option.

5. It should be brought to the attention of all eligible officers that exercise of an option for 1954 Act benefits is necessary for admission to the Spouses' and Children's Contributory Pension Scheme on the basis indicated in the following paragraphs.

Spouses' and Children's Contributor Pension Scheme

6. Membership of this scheme now applies to female officers in either of the following two categories:

(a) Those who are serving, or commenced to serve, in an established capacity at any time between 1 March 1980 and 31 May 1981, who do not opt out of the scheme and whose benefits take the form of a pension, lump sum and death gratuity rather than pension only.

(b) Those who are appointed to established posts on or after 1 June 1981.

The scheme, as set out in Appendix I to Circular 15/76 and in Circular 27/79, will apply to female officers in exactly the same way as it applies to male officers and, for this purpose, masculine or feminine references in the instructions are interchangeable wherever the context so requires. On the death of a female member her widower and children, if any, would benefit under the scheme in the same way as the widow and children of a male member.

7. In order to provide her with an opportunity of making an option, each officer in the category referred to in paragraph 6(a) should be sent a copy of the Explanatory Booklet on the Spouses' and Children's Pension Scheme and Form WPI (supplies of both may be had from the Stationery Office). Her attention should be drawn to the fact that the scheme now applies to female officers in exactly the same way as it applies to male officers and that, on the death of a female member, her widower and children, if any, would benefit under the scheme in the same way as the widow and children of a male member. If, under the terms of Circular 37/75, she has retained eligibility for a marriage gratuity by virtue of the fact that she was appointed before 1 February 1974 or appointed after that date as a result of a competition advertised before that date, she should be made aware of the fact that, in order to ensure eligibility for benefit under the scheme, she would, on resignation on marriage, have to opt for a preserved pen

sion and lump sum in lieu of marriage gratuity.

The form must be completed not later than 31 May 1981. Care should be taken to ensure that every officer concerned:-

(a) returns the acknowledgement slip on Form WPI immediately she receives it and

(b) returns by 31 May 1981 the remainder of the form on which Part A or Part B has been completed.

These documents should be retained with the officer's personal papers. Lists showing the names and grades of the officers who (1) completed part A of form WPI and (2) completed part B should be forwarded to this Department as soon as possible after 31 May 1981,

General

8. Any difficulties which may arise out of the application of this circular should be referred in writing to the Pensions Section of this Department.

Mise le meas,

William P Smith

Form A - Superannuation (Female Civil Servants) Regulations, 1954 and 1981

Notification of wish to adopt the provisions of the Superannuation Act, 1954, subject to the above named Regulations.

1. Full name of civil servant _____
2. Department and rank _____
3. Age (giving date of birth) _____

I wish to adopt the provisions of the Superannuation Act, 1954, and I declare that the above statement of particulars is true to the best of my knowledge and belief.

Signature _____

Date _____