Pension Presentation

TCD Pensions Office
Date 07 September 2017
What will be covered today?

- Brief history of the schemes
- What pension benefits are payable?
- When can members retire?
- How to enhance the benefits at retirement
- State Pension Entitlement
- Pension Related Deductions
- Questions
History of the Schemes

What Schemes do we have?

- The University of Dublin Trinity College Pension Scheme (Master Scheme)
  Established 1 April 1972

- The University of Dublin Trinity College Model Pension Scheme and Allied Spouses’, Civil Partners’ and Children’s Scheme (2005) (Model Scheme)
  Established on 1 February 2005

- The Single Public Service Pension Scheme (Single Scheme)
  Established 1 January 2013

- Group Personal Retirement Savings Account Scheme (PRSA)
  Non pensionable employees only
Which scheme am I in?

- **Model Scheme** – closed to new entrants with effect from 31 December 2012, unless:
  - Member joined the public sector prior to 31 December 2012
  - And has had less than a 26 week break before joining Trinity

- **Single Scheme** – New entrants from 1 January 2013 unless they quality for the Model Scheme
What benefits are payable?

**Model Scheme**

Final Salary Scheme

Pension: \( \frac{1}{200} \times \text{Pensionable Service} \times \text{Pensionable Salary A} \), plus
\( \frac{1}{80} \times \text{Pensionable Service} \times \text{Pensionable Salary B} \)

Plus

Gratuity (Lump Sum): \( \frac{3}{80} \times \text{Pensionable Service} \times \text{Salary} \)
What benefits are payable?

**Single Scheme**

Career Average Scheme (benefits not based on final salary)

Pension: 0.58% x Pensionable Salary A, plus
1.25% x Pensionable Salary B

Plus

Gratuity (Lump Sum): 3.75% x Pensionable Salary
What is the minimum retirement age?

- **Model Scheme** – 30 September after 65th birthday
- **Single Scheme** – Based on state retirement age
  
  66 if born before 31 December 1954
  67 if born between 1 January 1955 – 31 December 1960
  68 if born after 1 January 1961
State Entitlement?

State Entitlement

- A state pension may be paid in addition
- To qualify
  - Must be State Retirement Age
    - Started paying PRSI before 56 years
    - Paid at least 520 full rate contributions
- Based on yearly average (contributions/years)
- A yearly average of 10 or above to qualify for a state pension
- A yearly average of 48 or over to qualify for the full state pension
How to enhance their benefits?

- **Model Scheme** – Purchase of Notional Service or PRSA AVCs
- **Single Scheme** – To be announced
- Tax relief on pension contributions, tax free investment return and tax free lump sum at retirement
- Transfer previous benefits into the scheme either from previous public sector employment or from private sector.
Other information

What else should I know?

- Leaving Trinity College
- Refund of contributions or preserved benefits
- Transfer pension to new public sector organisation
- Change of address
- Early retirement and ill health early retirement
- Death benefits payable (in service, after leaving, in retirement)
What are Pension Related Deductions?

– A deduction from pay for public servants with a pension interest
– Financial Emergency Measures in the Public Interest Act 2009
– Modified in 2015 (more changes in 2019?)

<table>
<thead>
<tr>
<th>Amount of remuneration</th>
<th>Rate of deduction</th>
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<tbody>
<tr>
<td>Up to €28,750</td>
<td>Exempt</td>
</tr>
<tr>
<td>Any excess over €28,750 but not over €60,000</td>
<td>10 per cent</td>
</tr>
<tr>
<td>Any amount over €60,000</td>
<td>10.5 per cent</td>
</tr>
</tbody>
</table>
More Information

- **Model Scheme:**
  - 21 September, St James’s Hospital
  - 06 December, Hamilton Building

- **Single Scheme:**
  - 18 October, T.B.S.I
  - 15 November, Regent House

- [http://www.tcd.ie/hr/our-services/yourhr/seminars.php](http://www.tcd.ie/hr/our-services/yourhr/seminars.php)
More Information

- www.tcd.ie/hr/pensions
- Booklets, Scheme information and other web links
- Online Modelling Tool (Model Scheme only)
- http://singlepensionscheme.gov.ie/ (Single Scheme only)
- Pensions Office: pensions@tcd.ie or extension 2422
Thank You