

**Trinity College Dublin, the University of Dublin  
Superannuation Scheme 2018**

**“Model Pension Scheme”**

**Information Booklet**



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## 1. Introduction

The Trinity College Dublin, The University of Dublin Superannuation Scheme 2018 and Allied Spouses', Civil Partners' and Children's Scheme generally applies to employees appointed to pensionable positions within the University during the period 01 February 2005 to 31 December 2012. Membership of the Model Pension Scheme is a condition of employment for eligible employees.

The Scheme is commonly referred to as the Trinity College Model Pension Scheme.

The Model Pension Scheme is a Public Service Defined Benefit Pension Scheme, which means the benefits under the schemes are calculated by reference to a member's pensionable service and pensionable pay at retirement.

This booklet details the main provisions of the Scheme - a pension and lump sum on retirement, and protection for your Dependants on your death in service or retirement.

A Modelling Tool is available and is located under the Model Pension Scheme heading on the Pensions Section of the HR website [www.tcd.ie/hr/pensions](http://www.tcd.ie/hr/pensions). This tool allows members to estimate their benefits at retirement, or show the reductions in benefits if a member was to take early retirement or reduce their working hours.

If you have any queries regarding this Scheme you can contact the Pensions Office Manager on (01) 896 2422 or [pensions@tcd.ie](mailto:pensions@tcd.ie).

**This handbook is not a legal interpretation of the existing superannuation provisions for Trinity College Model Pension Scheme employees, nor does it purport to deal with every query that may arise concerning superannuation. Care has been taken to ensure that it is accurate but nothing can override the rules of the Scheme, as set out in the relevant Statutes, Regulations and other official documents.**

## 2. Key Terms Explained

**Pensionable Service**, subject to a maximum of 40 years is the sum of:

- (a) Eligible Trinity College service (if you are working part time, then eligible service will reckon pro-rata to reflect your part time hours).
- (b) Any reckonable service with another Public Sector organisation that has formally transferred to the Trinity College Model Pension Scheme under reciprocal Public Sector transfer arrangements.
- (c) Any extra years of Notional Service which an employee has purchased at full cost to himself or herself.

Periods of Unpaid Leave such as Career Breaks, Unpaid Maternity Leave and Parental Leave do not count towards pensionable service.

**Salary** means the annual basic rate of remuneration, excluding allowances, payable from time to time as lawfully determined or lawfully approved by the relevant body, and excluding any sums in respect of overtime, commission, gratuity, special fees, travelling allowance, subsistence allowance and the like, the money equivalent of any emolument or benefit in kind (including motor car or other vehicle) or any payment toward or in respect of such emoluments;

**Allowances** means such allowances in the nature of pay, lawfully determined or lawfully approved by the relevant body, which are designated as pensionable by the relevant body with the approval of the Relevant Minister and the consent of the Minister, but excluding any sums paid in respect of overtime, commission, gratuity, special fees, travelling allowance, subsistence allowance and the like, the money equivalent of any emolument or benefit in kind (including motor car or other vehicle) or payment toward or in respect of such emoluments;

**Remuneration** means the aggregate of Salary and allowances (multiplied by 52.18 in the case of weekly allowances);

**Pensionable Remuneration** means the pensionable salary and pensionable allowances held from time to time

**Net Pensionable Remuneration** means your Pensionable Remuneration less an amount equal to twice the State Contributory Pension Rate. At retirement, if you have changed grade or receive a personal increase in Salary within the last 3 years of service (other than a general grade increase or normal increments) an average Salary will be used in determining Pensionable Remuneration.

**Dependant** means your Spouse or Civil Partner and/or children (provided such children are under the age of 16 or under the age of 22 if undergoing full-time education). No upper age limit will apply if the child is permanently incapacitated by reason of mental or physical disability.

**New Entrant** refers to a person who is appointed as a public service employee (as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004) on or after 1 April 2004 but before 1 January 2013. New joiners to the public service from 1 January 2013 will join the Single Public Pension Scheme.

**Non New Entrant** refers to a person appointed as a public service employee prior to 1 April 2004 and has remained in service without a break of more than 26 weeks. Protected leave such as Career Breaks and Parental Leave do not count as a break in in service for the purposes of the 2004 Act.

**State Contributory Pension (SCP)** means the annual amount payable under the Social Welfare Acts to a fully qualified single person.

***Vesting Period*** for the Scheme is precisely two calendar years. You will only have a long-term entitlement to a retirement benefit under the Scheme if you have completed at least two calendar years of Pensionable Service. If you have worked two or more full calendar years in a pensionable capacity, even in a part-time capacity, this is still regarded as two years. Prior Pensionable Public Service transferred to Trinity College from another Public Service body and/or any additional service purchased with a Private Sector Pension Transfer will count towards the two year Vesting Period.

### 3. Retirement Date

For New Entrants the minimum Retirement Date under the Model Pension Scheme is 30 September following a member's 65<sup>th</sup> birthday. They may remain in service and accrue Pensionable Service beyond this date subject to their capacity to render effective service.

A Non New Entrant may draw down their retirement benefits from Age 60 without suffering any actuarial reduction (see Cost Neutral Early Retirement). They may remain in service and accrue Pensionable Service beyond this date subject to their capacity to render effective service.

### 4. Pension Contributions

#### *Employee Contributions*

For **monthly paid** members of the Scheme that are fully insured for PRSI (i.e. Class A) the employee pension contributions are as follows:

- 1.5% of Pensionable Remuneration towards retirement Tax Free Lump Sum.
- 1.5% of Pensionable Remuneration towards Spouses'/Civil Partners' and Children's Pension Scheme.
- 3.5% of Net Pensionable Remuneration (i.e. Pensionable Remuneration less twice the State Contributory Pension) to cover the pension benefit.

For **weekly paid** members of the Scheme the employee pension contributions are as follows:

- 1.5% of net pensionable remuneration towards Spouse's/Civil Partner's and Children's Pension Scheme.

For members of the Scheme that are paid monthly and are not fully insured for PRSI (i.e. Class D) the employee pension contributions are as follows:

- 1.5% of pensionable remuneration towards Spouses' & Children's Pension Scheme

Please note that all members are required to contribute to the Model Pension Scheme from the date which they become eligible for membership. If you are unsure of your PRSI Class you should check the details on your payslip.

#### *Tax Relief*

Tax Relief on your contributions are given at source. This means that your gross pay is reduced by your contributions before PAYE (Pay As You Earn) tax is applied. You do not need to make a separate claim to the Revenue for tax relief.

#### *Employer Contributions*

The administration of employer contributions depends on the funding mechanism for the member's individual role. The level of employer's contribution, if any, does not impact your benefits under the Scheme. Retirement benefits are based on your length of pensionable service and your pensionable remuneration. Extra benefits are not built up if your employer pays contributions into the Scheme.

There is a nil entry for employer pension contribution on payslips for staff funded from the core grant. This is because the employer pension funding element now comes directly from the Government.

## 5. Retirement Benefits

### ***What Retirement Benefits do I receive?***

Once you have reached your minimum Retirement Date and have completed at least two calendar years Pensionable Service (the vesting period), you will be entitled to a pension and lump sum.

### ***What is my Pension?***

Your pension is paid monthly and is calculated as follows:

*Class A PRSI (see examples 1 and 2 on page 7)*

$1/200 \times \text{Pensionable Remuneration up to } 3\frac{1}{2} \text{ times SCP} \times \text{Pensionable Service}$

**Plus (where applicable)**

$1/80 \times \text{Pensionable Remuneration over } 3\frac{1}{2} \text{ times SCP} \times \text{Pensionable Service}$

*Class D PRSI (see example 3 on page 8)*

$1/80 \times \text{Pensionable Remuneration} \times \text{Pensionable Service}$

The pension payable on retirement is in addition to any entitlement to the State Contributory Pension (SCP) payable separately from the Department of Social Protection.

### ***What is my Retirement Gratuity (Lump Sum)?***

The lump sum is calculated using the following formula and is subject to a maximum of 120/80ths of final salary i.e. 40 years' service:

$3/80 \times \text{Pensionable Remuneration} \times \text{Pensionable Service}$

Under current Revenue rules there is a limit of €200,000 on all tax free lump sums taken from all pension arrangements since 7 December 2005. The next €300,000 of pension lump sum is taxable at the standard rate of income tax (currently 20%). Any lump sum over the €500,000 limit will have USC deducted and will be taxed at the higher rate (currently 40%).

### ***Cost Neutral Early Retirement***

Cost Neutral Early Retirement is available provided you are at least 55 years of age, or 50 years of age for Non New Entrants. Your retirement pension and lump sum are paid immediately but the benefits are actuarially reduced to take into account the early payment of the lump sum and the longer period over which the pension is paid. The amount of the actuarial reduction will depend on your age at early retirement.

All early retirement require the prior consent of the Board of the University. An application for early retirement cannot be made once the member has left the University. Our modelling tool, (see below) allows you to estimate your early retirement benefits.

If you wish to formally proceed with early retirement, you should confidentially approach your Head of School/Departmental Head to further discuss the matter as he/she will need to endorse your application to Board and ensure that your request for Early Retirement would not unduly affect the operational needs of the University if accommodated.

Staff members must observe the minimum notice period for the early termination of their Contract as provided for under the Terms and Conditions of their employment. We would ask to you give the Pensions Office at least 3 months' notice of your intention to take early retirement in order to ensure the on-time payment of your benefits.

### ***Retirement on Ill Health Grounds***

Subject to certain conditions a member may retire on ill-health grounds. Employees that are absent on long-term sick leave will be contacted by the Employee Services team and will be provided with details of the various supports and options available.

Where an individual has left the University with a preserved benefit entitlement and incurs permanent ill-health before reaching minimum retirement age, the preserved lump sum and pension may become payable. A medical examination by a registered medical practitioner or an appropriately registered occupational physician nominated by the relevant body may be required.

### ***Retirement Policy***

A copy of the [University's Retirement Policy](#) can be found under the Model Pension Scheme heading on the Pensions Section of the HR website [www.tcd.ie/hr/pensions](http://www.tcd.ie/hr/pensions).

### ***Modelling Tool***

The Modelling Tool (see Section 11) is an online calculation tool that allows active members of the Model Pension Scheme to estimate their retirement benefits.



**EXAMPLE 1 – Class A PRSI Weekly and Monthly paid**

**Member Details:**

Pensionable Service at Minimum Retirement Age: 40 years  
 Pensionable Salary (Class A PRSI): €25,000.00  
 3 1/3rd times SCP: €43,187.63 (i.e. 3.333333 x €12,956.29\*)  
 Based on the assumptions above, the Member's expected benefits at Minimum Retirement Age are therefore:

**Annual Trinity College Pension:**

Member's salary is less than €43,187.63 therefore pension is calculated as:

1/200	x	40	x	€25,000	=	€5,000.00 per annum
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**Once-Off Tax Free Lump Sum (Gratuity)**

3/80	x	40	x	€25,000	=	€37,500.00
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**EXAMPLE 2 - Class A PRSI Weekly and Monthly paid**

**Member Details:**

Pensionable Service at Minimum Retirement Age: 40 years  
 Pensionable Salary: €50,000.00  
 3 1/3rd times SCP: €43,187.63 (i.e. 3.333333 x €12,956.29\*)  
 Based on the assumptions above, the Member's expected benefits at Minimum Retirement Age are therefore:

**Annual Trinity College Pension:**

On first €43,187.63 of any pensionable salary:

1/200	x	40	x	€43,187.63	=	€8,637.53 per annum
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**PLUS**

On the balance of €6,812.37:

1/80	x	40	x	€6,812.37	=	€3,406.19 per annum
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**This gives a total Trinity College pension of €12,043.72 per annum**

**Once-Off Lump Sum (Gratuity)**

3/80	x	40	x	€50,000	=	€75,000
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**\* Note:** The Trinity College pension payable is in addition to any entitlement to the State Contributory Pension (SCP) payable separately from the Department of Social Protection

**EXAMPLE 3 - Class D PRSI Weekly and Monthly paid**

**Member Details:**

Pensionable Service at Minimum Retirement Age: 40 years

Salary: €50,000

Based on the assumptions above, the Member's expected benefits at Minimum Retirement Age are therefore:

**Annual Trinity College Pension:**

$1/80$	x	40	x	€50,000	=	€25,000 per annum
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**Once-Off Lump Sum (Gratuity)**

$3/80$	x	40	x	€50,000	=	€75,000
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## 6. Death Benefits

### *Death in Service*

If a member dies in service the following benefits may be payable depending on circumstances:

- Death in Service gratuity
- Spouse's /Civil Partner's Pension
- Children's Pension

The **Death in Service Gratuity** is calculated as a minimum of one times a member's pensionable remuneration at date of death. Once a member has completed 20 years pensionable service in the scheme, the gratuity increases incrementally up to a maximum of one and a half times pensionable remuneration. It is paid to the member's Personal Legal Representative (the member's estate). See further details below under **Wills**.

A **Spouse's /Civil Partner's Pension** is normally payable if a member is married or in a Civil Partnership at date of death. It is calculated based on the member's service had they remained in service until their minimum retirement date, and uses the member's Pensionable Remuneration less once the State Contributory Pension (SCP).

Spouse's and children's contributions will be owed in respect of service credited to Minimum Retirement Date. The online Modelling Tool available on our website will calculate an estimate of this benefit when running your retirement benefits projection. It is calculated as follows:

#### *Monthly Paid, Class A PRSI*

$1/160 \times \text{Potential Pensionable Service to Retirement} \times \text{Pensionable Remuneration less once SCP}$

#### *Monthly Paid, Class D PRSI*

$1/160 \times \text{Potential Pensionable Service to Retirement} \times \text{Pensionable Remuneration}$

#### *Weekly Paid*

50% of the Deceased's member's pension (as calculated in Chapter 5, see examples 1 and 2)

A **Children's Pension** is also payable to a dependent child. The amount of children's pension payable is equal to  $1/3^{\text{rd}}$  of the Spouse's pension above paid to each child, payable to a maximum of three children. If there are 4 or more children then an amount equal to the spouse's pension is payable between the children.

The pension is payable to children under the age of 16 or under the age of 22 if undergoing full-time education. No upper age limit will apply if the child is permanently incapacitated by reason of mental or physical disability.

### ***Death in Retirement***

On a member's death after retirement, a spouse's / civil partner's pension and/or a Child Pension(s) will be paid if applicable. The Spouse's or Children's pension is calculated as above but is based on the members' actual pensionable service at retirement and the applicable uprated pensionable salary at the date of death. The Spouse's pension will cease on the co-habitation or remarriage of the surviving Spouse.

### ***Wills***

A Will is a legally-binding document that lets you determine how you would like your estate to be distributed upon your death. If you die without a Will, there is no guarantee that your intended wishes will be carried out. The University strongly encourages all members to execute a valid Will and to keep this updated as your personal circumstances change over time.

#### *Reasons for making a Will*

It is important for you to make a Will because if you die without a Will, the law on intestacy decides what happens to your estate. A Will can ensure that proper arrangements are made for your Dependents and that your estate is distributed in the way you wish after you die, subject to certain rights of Spouse/Civil Partners and children.

The Law Society of Ireland has made available for download a useful Information Booklet entitled [Making A Will](#).

The Citizens Information website also provides useful information on making a Will.

## **7. Transfers into the Scheme**

### ***Prior Pensionable Service from the Irish Public Service***

If you have previously worked in a pensionable capacity in an Approved Organisation elsewhere within the Irish Public Service, it may be possible under specified Public Sector pension transfer arrangements for this prior service to be transferred to the Trinity College Model Pension Scheme.

*What do I need to do to investigate such a transfer?*

To make an initial enquiry, you should contact your former Public Service employer, in writing, and advise that you wish to investigate a possible transfer to the Trinity College Model Pension Scheme. You should request a detailed written statement of your prior pensionable service that may transfer. To assist with locating your information in archived records, it is useful if you can provide your former employer with as much information as possible. For example, the dates of your employment, your former grade, your date of birth and your maiden name (if applicable) at the time of service.

You should stress to your former employer that this is an initial enquiry and request that they provide this information directly to you. Depending on the organisation, it may take several weeks for this information to be forwarded to you.

Please note that the onus is on each member to have their prior pensionable service satisfactorily verified by any former Public Service employer in the first instance.

- Upon receipt of this up-to-date information from your previous Public Service employer, you should then forward this information with a cover letter to the Human Resources Pensions Section to ask for the transfer to be investigated.
- In due course, if it is in order for a transfer to proceed, additional paperwork may need to be completed by both you and your former employer to finalise a transfer. A transfer is only deemed to be completed when you have been issued with written confirmation to this effect from the Trinity College Dublin Human Resources Pensions Section.
- As transfers are irrevocable once completed, if you are in any doubt as to whether or not to proceed with a transfer from a prior Public Sector employer, it is imperative that you take independent professional financial advice on a personal basis.

### ***Transferring of Prior Pensionable Service from the Irish Private Sector***

Please note that under Revenue regulations transfers are not permitted from personal pensions. If you hold prior benefits under a Revenue exempt-approved Irish Private Sector Occupational Pension Scheme, it is possible that, subject to certain conditions, a Transfer Value may be accepted into the Model Pension Scheme on your behalf. Each case is reviewed on its merits. Transfers from outside of Ireland may also be accepted in certain circumstances.

A Transfer Value received, based on a number of variables, could provide you with additional service under the Scheme. Each case is reviewed on its merits.

As the benefits provided by the acceptance of a Transfer Value into the Model Pension Scheme may be less than the benefits provided under the existing Scheme, we strongly encourage you to consider taking independent professional financial advice on a personal basis before finalising any transfer.

*What do I need to do to investigate such a transfer?*

To make an initial enquiry, you should contact the Administrator of your former Employer's Pension Scheme in writing. This may be the HR Department of your former employer or a third party provider. You should request that they issue you with:

- An updated Statement of Leaving Service Options AND
- Confirmation as to whether or not they would be prepared to release a Transfer Value to the Trinity College Model Pension Scheme and, if so, the amount of such a Transfer Value and any conditions attaching.

You should stress that this is an initial enquiry and request that your prior employer provides this information directly to you. Please note that the onus is on each member to obtain information in respect of their pension benefits with former employers in the first instance.

Upon receipt of this information, you should then forward this information with a cover note to the Human Resources Pensions Section to further progress your query. You will also need to specify:

- Confirmation of your Civil Status AND
- Confirm that you hold no other Retained Benefits under any other pension arrangement. If you do hold other Retained Benefits, then additional up-to-date information will be required on these benefits to ensure Revenue limits are not breached.

We will issue you with an actuarial service credit quotation that outlines the number of years that such a Transfer Value would secure under the Trinity College Pension Scheme. It is at this point that we recommend that you consider taking independent financial advice on a personal basis if you are in any doubt as to whether or not the transfer should proceed.

In due course, if it is in order for a transfer to proceed, additional paperwork may need to be completed by both you and your former employer to finalise a transfer. A transfer is only deemed to be completed when you have been issued with written confirmation to this effect from the Pensions Office.

## 8. Increasing my Benefits

It may be possible to enhance your benefits under the Model Scheme via a PRSA AVC or via the purchase of additional service through the Purchase of Notional Service (PNS) Scheme.

### ***Purchase of Notional Service (PNS)***

Under Purchase of Notional Service, a scheme member agrees to buy additional service under the Model Scheme by the payment of additional pension contributions every pay period up until their retirement date, or by a once-off lump sum payment. You can purchase additional service up to a maximum total service of 40 years. There are a number of restrictions attaching to PNS and a full review of your service must be undertaken before a quote can issue.

The following information must be submitted in writing to the Human Resources Pensions Section to allow a PNS Quotation to be prepared:

1. Confirmation of your Civil Status and
2. Confirmation that:
  - You hold no Retained Benefits (i.e. a benefit under any other pension arrangement);

**OR**

  - You do hold Retained Benefits under another specified pension arrangement. If this is the case you should contact the Scheme Administrator of your former Pension Scheme and request updated Leaving Service Options to include a current Transfer Value.

### ***PRSA AVC***

Active members of the Model Pension Scheme may also contribute to a Personal Retirement Savings Account (PRSA) Additional Voluntary Contribution (AVC) scheme. The AVC scheme is more flexible than purchasing notional service in terms of adjusting the contribution amounts or stopping and re-starting your contributions.

Your AVC fund is then used to purchase additional benefits at retirement.

Our Model Scheme AVC PRSA is administered by an intermediary Rockcourt Financial Services who can be contacted on (01) 209 1955 or email [liam@rockcourt.ie](mailto:liam@rockcourt.ie).

Further details on the AVC PRSA can be found on the [Rockcourt Explanatory Leaflet](#) which is available under the Model Pension Scheme on the Pensions Section of the HR website [www.tcd.ie/hr/pensions](http://www.tcd.ie/hr/pensions).

## 9. Leaving Service

### ***I am ceasing pensionable employment. What happens to my pension benefits?***

Upon ceasing employment, your pension entitlements under the Model Scheme will depend on whether you have completed more or less than the Scheme Vesting Period. The Scheme Vesting Period is precisely two years' of pensionable service. If you have worked two or more full calendar years in a pensionable capacity, even in a part-time capacity, this is still regarded as two years. You will only have a long-term entitlement to a retirement benefit under the Scheme if you have completed at least two calendar years of pensionable service.

Please note that Prior Pensionable Public Service transferred to Trinity College from another Public Service body and/or any additional service purchased with a Private Sector Pension Transfer will count towards the two year Vesting Period.

### ***How can I find out what Pensions Options are available to me?***

Once the Pensions Office has been notified by Employee Services that you have ceased pensionable employment with the University, we will automatically write to you within 6 – 8 weeks of your leave date. This will outline the Options available to you.

You should ensure that Trinity University Human Resources hold an up-to-date home address in order that we can write to you in relation to your pension entitlements.

For monthly paid staff members, this can usually be updated via [CorePortal](#). If you are a Weekly Paid staff member and do not have access to CorePortal, a [form](#) to notify Human Resources of a change of address can be downloaded from the HR intranet and should then be returned by email to [hr@tcd.ie](mailto:hr@tcd.ie).

### ***What are my options if I have completed less than two years' service in the scheme?***

**Option 1** – In general terms, where service completed in the Scheme is less than the two years, members do not have a long-term entitlement to a retirement or death benefit from the Scheme. You may therefore apply for a refund of any employee pension contributions paid less statutory tax (currently 20%).

If choosing this Option, you will also be eligible to apply for a rebate of any Additional Superannuation Contribution (ASC) you paid. You may also be eligible to apply for a rebate of any Pensions Related Deduction (PRD) that was deducted from your salary during your period of pensionable employment. PRD can be only reclaimed if you meet all of the following conditions:

You have not taken up employment in a pensionable capacity with another Irish Public Service body; **AND** you are not entitled to a retirement benefit from any Irish Public Service Pension Scheme (Trinity College or elsewhere);

**AND** you are not in receipt of an allowance in lieu of pension membership (if you are being employed by an Irish Public Service body)

The correspondence that will issue to you will include details of the amount of employee pension contributions, ASC and PRD that you have paid, and the applications forms to formally claim any potential refunds.



Employee pension contribution refunds, and ASC and PRD rebates are issued by electronic fund transfer to the Irish bank account to which your University salary was last paid, as recorded on the University Payroll System.

**Option 2** – Alternatively if you are moving to an Approved Organisation elsewhere within the Irish Public Service within 26 weeks of ceasing employment with Trinity College Dublin then you may also look to investigate a potential transfer of your accrued Trinity Pensionable Service.

***I have completed more than two years' service in the Scheme. What are my Options?***

We will automatically write to you within 6 – 8 weeks of leaving with the details of these benefits.

**Option 1** – In general terms, where pensionable service completed is more than two years, members will have a long-term entitlement to a retirement or death benefit from the Scheme. The benefit will be based on your accrued Pensionable Service to and Pensionable Remuneration at, your date of leaving.

**Option 2** – Alternatively if you are moving to an Approved Organisation elsewhere within the Irish Public Service within 26 weeks of ceasing employment with Trinity College Dublin then you may also look to investigate a potential transfer of your accrued Trinity Pensionable Service.

***Death after Leaving Service***

If a member dies having left the University and having completed the 24 months Scheme vesting period, but before reaching their minimum retirement date, a once-off Death Gratuity benefit is usually payable to the legal personal representative who administers a person's affairs on death. Separately, a spouse's /civil partner's pension and/or a Child Pension(s) may also be payable to eligible beneficiaries if applicable.

## 10. Family Law

Your retirement and death benefits under the Scheme could be affected by certain provisions of Family Law Acts in the event of Divorce or Judicial Separation.

In some cases, a **Pensions Adjustment Order** may be issued by the Family Law Court directing the Trustees of a Scheme to split a member's pension benefits and/or death benefits between the member and a former Spouse/Civil Partner.

Should you be required to provide information to a Solicitor regarding Family Law issues, you should in the first instance contact the Pensions Office for a benefit statement and provide this to your solicitor together with a copy of this Scheme Booklet and other relevant information that will be provided by the Pensions Office.

The following basic information may also be required:

Formal Title of the Scheme: "Trinity College Dublin, The University of Dublin, Superannuation Scheme (2018)" and "Trinity College Dublin, The University of Dublin, Spouses', Civil Partners' and Children's Scheme (2018)".

Trustees: The Board of Trinity College Dublin, the University of Dublin, act as the Legal Notice Party for proceedings under the Family Law Acts.

If you have further questions regarding Family Law you should contact the Pensions Office. Please ensure that you quote your Staff Number in all correspondence.

### ***Further information on Pension Adjustment Orders***

Further information about the operation and impact of Pension Adjustment Orders may be obtained from the [Pensions Authority website](http://www.pensionsauthority.ie) (www.pensionsauthority.ie) or by contacting them directly at:

The Pensions Authority  
Verschoyle House  
28/30 Lower Mount Street  
Dublin 2  
D02 KX27

## **11. Online Tools**

### ***Benefits Modelling Tool***

What is the Modelling Tool?

The Modelling Tool is an online calculation tool that allows active members of the Model Pension Scheme to estimate the following pension details:

- Pension benefits at retirement for a selected retirement age;
- Spouses/Civil Partners' and Children's benefits;
- Death in Service Benefits;
- Preserved Benefits if you resign/leave service before minimum retirement age;
- Actuarially Reduced benefits before minimum retirement age.

The Modelling Tool also allows members to estimate benefits based on different scenarios and the potential effects of:

- Changes to their working hours;
- Changes to their pensionable salary.

### ***How do I access the Modelling Tool?***

The [Modelling Tool](#) is located under the Model Pension Scheme heading on the Pensions Section of the HR website [www.tcd.ie/hr/pensions](http://www.tcd.ie/hr/pensions).

We recommend that you use the [Online Modelling Tool User Guide](#) prior to using the Modelling Tool.

The benefits quoted will be based on the information that you insert into the online Modelling Tool. If your query is still not addressed, please contact the Pensions Office quoting your Staff I.D. number.

## 12. Additional Information

The Model Pension Scheme is an exempt approved occupational pension scheme for the purposes of the Taxes Consolidation Act 1997.

The Scheme is a defined benefit scheme for the purposes of the Pensions Act, 1990. The Scheme is registered with the Pensions Authority, registration number PB337202.

Pension benefits are dependent on the PRSI class of members. Please see page 5 for further details.

The benefits under the Model Pension Scheme are not funded. All the benefits under the Model Pension Scheme and the Spouses', Civil Partners' and Children's Scheme are funded by the Government of Ireland.

The Scheme is established under s.25 of the Universities Act 1997 and its provisions are contained in S.I. no. 582 of 2014 as amended by S.I. No 393 of 2018.

Adjustments to pensions in payment may be authorised from time to time by the Minister for Public Expenditure and Reform.

The Scheme can be amended by statutory instrument.

This Scheme is an integrated scheme meaning it is one that takes account of the State Contributory Pension (or other similar contributory benefits payable under social insurance) in designing the overall pension package. An integrated scheme looks at the State Contributory Pension as part of the total pension package. Both employers and employees make pay-related social insurance (PRSI) contributions and these in turn entitle scheme members to Social Welfare benefits.

Integration is used as a means of taking into account the benefits payable under the Social Welfare system to calculate:

- (i) The amount of occupational pension required so that the combined pension from both sources is at the level being aimed for in designing the scheme;  
and
- (ii) The level of contributions payable by the employee towards the costs of his or her occupational pension.

This Scheme is not a regulatory own funds scheme.