



WILTSHIRE PENSION FUND

Changing jobs within The Local Government Pension Scheme (LGPS) & Combining LGPS Service

(This information applies for all employments starting from 1 April 2014)

Purpose of this guide

In most scenarios when someone changes employments within the LGPS, either within Wiltshire Pension Fund, or between employers in different LGPS Funds, the member will have the option to either combine or separate benefits. **As of April 2014, in most cases, if you do not respond to any correspondence we send you asking to make a decision on this, we are obliged to combine benefits as the default option.**

The purpose of this guide is to provide you with some information to assist you in making a decision. We are not allowed to advise you on which option we think is the best one for you; if you wish to obtain further advice, we suggest you contact a financial advisor.

In many cases, it is difficult to know which approach is best at the time you need to make the decision as the best outcome may depend on future changes in your employment circumstances. Hence, generally speaking, your decision will have to be based on what you consider to be the most likely scenario to happen.

Disclaimer: The information in this guide is based on our understanding of pension legislation as at 1 April 2014. Pension legislation is always subject to change and any such changes may affect the accuracy of the contents of this booklet.

How to use this guide

If you have more than one LGPS deferred benefit you may need to refer to different areas of the booklet for each one. We have labeled our letters and option forms accordingly so that they match the codes given below (A2, B2, C2, D2 & D3).

Unfortunately, pension's legislation can be complex at times and the use of some technical terms is unavoidable in order to provide accurate information. Hence, at the end of this booklet, there is a glossary of the key terms that have been used throughout this booklet.

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A2: For deferred records with all service after April 2014

Points to note/consider when deciding whether to combine or separate A2 benefits

1. Normal Pension Age
2. Redundancy
3. Ill Health
4. Salary Changes
5. Death benefits
6. Added Years Contracts (if relevant) – these started before April 2008

1. Normal Pension Age

All pension benefits built up after April 2014 will have a Normal Pension Age in line with your State Pension Age (note: this may change after the date that you leave). Hence, for the benefits referred to in the letter and option form A2, there will be no change to the date the benefits are due in full as a result of your decision to combine or separate the benefits.

However, the situation may be different if you have other deferred records.

2. Redundancy

If you are made redundant in the continuing post at a time when you are age 55 or over, the effect on your pension benefits will vary depending on whether or not you opted to combine your benefits.

Combining Benefits:

All of your combined pension benefits will be due from the date you are made redundant (without any reduction applied because you are taking them early).

Keeping benefits separate

Only the pension benefits related to the job in which you were made redundant will be due without any reduction applied.

Other deferred benefits will only be due in full from your Normal Pension Age.

3. Ill Health

If you are dismissed on ill health grounds, and you meet one of the three tiers, this means that your benefits in the job in which you were dismissed will be due for payment with immediate effect from the time you leave and they may be enhanced in more serious cases of ill health.

Combining Benefits

All of your combined pension benefits will be due from the date you are dismissed without any reduction applied even though you are taking the benefits early.

Keeping benefits separate

Only the pension benefits related to the job in which you left on ill-health grounds will be due without any reductions applied. Other deferred benefits may also be due but you will need to apply to have these released separately – particularly if these relate to a different employer.

4. Salary Changes

The amount of actual salary earned in any particular year will determine the amount of CARE pension you build up for that year. Any future salary changes will have no effect on your pension regardless if you combine or separate your pension records with post 2014 service.

5. Death benefits

Combining Benefits

Death Grant Lump Sum

If you decide to combine your benefits, the death grant payable on death in service will be:

- 3 x actual pay in your current job.

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, then dependant pension benefits will also be due based on the value of the combined benefits.

Keeping benefits separate

Death Grant Lump Sum

If you keep your benefits separate, and subsequently die in service, a lump sum death grant is payable which will be equal to the greater of

- 3 x actual pay in your current job

Or

- the amount of the deferred lump sum plus inflation in respect of your deferred benefits (if you left that job before 1 April 2008) or 5 times the pension plus inflation from your deferred benefits (if you left that job after 1 April 2008).

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, a survivors pension will be due based on the value of the benefits relating to each employment.

6. Persons who have elected to buy additional pension

If you keep your benefits separate, any existing election to buy additional pension that is associated with your deferred record will cease at the date of leaving your former job and you will be credited with the proportion purchased.

You can choose to start a new contract to buy additional pension but the costs will be based on your age at the first contribution payment in this new contract.

If you combine your benefits, you can continue with your additional pension contract in your new job, as long as:

- the period between leaving your old job and joining the Scheme in your new job is less than 12 months, and
- you have not received a refund of pension contributions in respect of your old job, and
- within three months of joining the Scheme in your new job you make an election to carry on paying additional contributions, and
- within that three months you pay off any contributions that would have been due during the break (if any) between the jobs.

7. Concurrent Employments

This is where you have or had multiple employments with separate contracts at a single point in time. Concurrent employments are normally held separately on payroll systems and this means you will have separate pension records.

If you elect for your concurrent employments to be combined then a neutral adjustment at that point in time will be made to any pre 2014 service to allow for the difference in pensionable pay between the two employments. However, please note that if you considering whether or not you may be better off in future with your records concurrently linked, you should still consider the points numbered 1 to 4.

B2: Deferred record with a mixture of Pre-2014 and Post 2014 membership (without a 5 year break)

Points to note/consider when deciding whether to combine or separate B2 benefits

1. Normal Pension Age
2. Redundancy
3. Ill Health
4. Salary Changes
5. Death benefits
6. Added Years Contracts (if relevant) – these started before April 2008

1. Normal Pension Age

All pension benefits built up from April 2014* will have a Normal Pension Age in line with your State Pension Age. Pension benefits built up before April 2014* will either have Normal Pension Age of 65 or an earlier date if you meet the Rule of 85.

Below is a description of how your Normal Pension Age may vary depending on whether or not you combine your benefits.

Combining benefits:

Your Normal Pension Age for post April 2014* benefits will be your State Pension Age. If you combine pension records, you may continue to meet the Rule of 85 for some or all of your pre-2014* service and hence your Normal Pension Age could be earlier than age 65.

Keeping benefits separate:

Your Normal Pension Age for post April 2014* benefits will be your State Pension Age.

Your deferred benefits may still meet the Rule of 85, bringing forward your Normal Pension Age for some or all of your benefits accordingly. However, note the methodology for working this out is different for deferred members. See the glossary at the end, or our website, for further details.

(* "April 2016" for members born before 1 April 1956 who meet the rule of 85)

2. Redundancy

If you are made redundant in the continuing post at a time when you are age 55 or over, the effect on your pension benefits will vary depending on whether or not you opted to combine your benefits.

Combining Benefits:

All of your combined pension benefits will be due from the date you are made redundant without any reduction applied because you are taking them early.

Keeping benefits separate:

Only the pension benefits related to the job in which you were made redundant will be due without any reduction applied. Other deferred benefits will only be due in full from your Normal Pension Age.

3. Ill Health

If you are dismissed on ill health grounds and you meet one of the three tiers that mean that your benefits in the job for which you were dismissed will be due at that point in time and they may be enhanced in more serious cases.

Combining Benefits:

All of your combined pension benefits will be due from the date you are dismissed without any reduction applied because you are taking them early.

Keeping benefits separate:

Only the pension benefits related to the job in which you left on ill-health grounds will be due without any reductions applied. Your other, deferred benefits may also be due but you will need to apply to have these released separately – particularly if these relate to a different employer.

4. Salary Changes

For post-April 2014 benefits, the amount of actual salary earned in any particular year will determine the amount of CARE pension you build up for that year. Regardless if you have combined or separated your pension records with post 2014 service, any future salary changes will not alter this position.

However the position will be different for the pre-April 2014 service as described below:

Combining pension benefits:

By combining benefits, your pre-April 2014 benefits (final salary) will be calculated based on your leaving salary in your new/continuing employment.

Keeping benefits separate:

Your deferred pension would have been based on your leaving salary for that job. Since you have left that job, the overall pension value would increase in line with inflation each year whilst the final salary in your active job will be used to calculate pre-April 2014 service in that job, and post 2014 pension will be calculated by the salary for each year of service.

5. Death

Combining Benefits: **Death Grant Lump Sum**

If you decide to combine your benefits, the death grant payable on death in service will be:

- 3 x actual pay in your current job.

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, then dependant pension benefits will also be due based on the value of the combined benefits.

Keeping Benefits separate:

Death Grant Lump Sum

If you keep your benefits separate, and subsequently die in service, a lump sum death grant is payable which will be equal to the greater of

- 3 x actual pay in your current job

Or

- the amount of the deferred lump sum plus inflation in respect of your deferred benefits (if you left that job before 1 April 2008) or 5 times the pension plus inflation from your deferred benefits (if you left that job after 1 April 2008).

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, a survivors pension will be due based on the value of the benefits relating to each employment.

6. Added Years Contracts (started pre April 2008) or additional pension contacts

If you keep your benefits separate, any existing election to buy added years or additional pension that is associated with your deferred record will cease at the date of leaving your former job and you will be credited with the proportion purchased.

You will not be able to start a new contract to buy added years in your new job as this facility was removed from 1 April 2008.

You can choose to start a new contract to buy additional pension but the costs will be based on your age at the first contribution payment in this new contract.

If you combine your benefits, you can continue with your existing added years or additional pension contract in your new job, as long as:

- the period between leaving your old job and joining the Scheme in your new job is less than 12 months, and
- you have not received a refund of pension contributions in respect of your old job, and
- within three months of joining the Scheme in your new job you make an election to carry on paying additional contributions, and
- within that three months you pay off any contributions that would have been due during the break (if any) between the jobs.

7. Concurrent Employments

This is where you have or had multiple employments with separate contracts at a single point in time. Concurrent employments are normally held separately on payroll systems and this means you will have separate pension records.

If you elect for your concurrent employments to be combined then a neutral adjustment at that point in time will be made to any pre 2014 service to allow for the difference in pensionable pay between the two employments. However, please note that if you considering whether or not you may be better off in future with your records concurrently linked, you should still consider the points numbered 1 to 4.

C2 – Deferred record with a mix of pre-2014 and post-2014 service (with a break in active membership of a public service pension scheme of more than 5 years between the deferred benefit being awarded and the continuing employment starting)

Points to note/consider when deciding whether to combine or separate C2 benefits

In general, the main point to note here is that if you combine the benefits, all of C2 and your active benefits will be based on a Career Average basis while if you keep the benefits separate you will keep a mixture of final salary and career average pension provision. We have also broken down the effect of this into specific areas below:

1. Normal Pension Age
2. Redundancy
3. Ill Health
4. Salary Changes
5. Death benefits
6. Added Years Contracts (if relevant) – these started before April 2008

1. Normal Pension Age

Combining Benefits

If you combine the C2 benefits, we will convert your final salary deferred pension into a career average pension based on the current Regulations that apply. This means that the Normal Pension Age for **all** of the combined benefits will be linked to your State Pension Age.

Keeping benefits separate

Your **deferred record** will remain a mixture of final salary and career average benefits; the final salary element will have a normal pension age of 65 (or earlier if you meet the Rule of 85 on the deferred record) while the career average element will have a Normal Pension Age in line with your State Pension Age but you must take all of your benefits at the same time. This means, for example, if you were to take the benefits at age 65 then some of the benefits would be reduced (the CARE element) and other parts would not be reduced.

Your active record will also still keep a Normal Pension Age in line with State Pension Age.

2. Redundancy

If you are made redundant in the continuing post at a time when you are age 55 or over, the effect on your pension benefits will vary depending on whether or not you opted to combine

your benefits.

Combining Benefits:

All of your combined pension benefits will be due from the date you are made redundant (without any reduction applied because you are taking them early).

Keeping benefits separate:

Only the pension benefits related to the job in which you were made redundant will be due without any reduction applied. Other deferred benefits will only* be due in full from 65 for the pre-2014 benefits and your state pension age for post 2014 benefits (although they must be taken together).

*Or earlier if you meet the rule of 85.

3. Ill Health

If you are dismissed on ill health grounds and you meet one of the three tiers that mean that your benefits in the job for which you were dismissed will be due with effect from the time you leave and they may be enhanced in more serious cases of ill health.

Combining Benefits

All of your combined pension benefits will be due from the date you are dismissed without any reduction applied because you are taking the benefits early.

Keeping benefits separate:

Only the pension benefits related to the job in which you left on ill-health grounds will be due without any reductions applied. Your other, deferred benefits, may also be due but you will need to apply to have these released separately – particularly if these relate to a different employer.

4. Salary Changes

For post-April 2014 service, the amount of actual salary in any particular year will determine the amount of CARE pension you build up for that year. Future salary changes will have no effect on your pension regardless of whether you combined your pension records or not as there is no final salary link between your new job and your pension records.

5. Death

Combining Benefits:

Death Grant Lump Sum

If you decide to combine your benefits, the death grant payable on death in service will be:

- 3 x actual pay in your current job.

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, then dependant pension benefits will also be due based on the value of the combined benefits.

Keeping benefits separate:

Death Grant Lump Sum

If you keep your benefits separate, and subsequently die in service, a lump sum death grant is payable which will be equal to the greater of

- 3 x actual pay in your current job

Or

- the amount of the deferred lump sum plus inflation in respect of your deferred benefits (if you left that job before 1 April 2008) or 5 times the pension plus inflation from your deferred benefits (if you left that job after 1 April 2008)

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, a survivors pension will also be due based on the value of the benefits relating to each employment.

6. Added Years Contracts (started pre April 2008) or additional pension contacts

If you keep your benefits separate, any existing election to buy added years or additional pension that is associated with your deferred record will cease at the date of leaving your former job and you will be credited with the proportion purchased.

You will not be able to start a new contract to buy added years in your new job as this facility was removed from 1 April 2008.

You can choose to start a new contract to buy additional pension – the costs will be based on your age at the first contribution payment in this new contract.

If you combine your benefits, you can continue with your existing added years or additional pension contract in your new job, as long as:

- the period between leaving your old job and joining the Scheme in your new job is less than 12 months, and
- you have not received a refund of pension contributions in respect of your old job, and
- within three months of joining the Scheme in your new job you make an election to carry on paying additional contributions, and
- within that three months you pay off any contributions that would have been due during the break (if any) between the jobs

7. Concurrent Employments

This is where you have or had multiple employments with separate contracts at a single point in time. Concurrent employments are normally held separately on payroll systems and this means you will have separate pension records.

If you elect for your concurrent employments to be combined then a neutral adjustment at that point in time will be made to any pre 2014 service to allow for the difference in pensionable pay between the two employments. However, please note that if you considering whether or

not you may be better off in future with your records concurrently linked, you should still consider the points numbered 1 to 4.

D2 – Deferred record contains only pre-April 2014 service (without a break in active membership of a public sector pension scheme of more than 5 years)

Points to consider when deciding whether to separate benefits

1. Normal Pension Age
2. Redundancy
3. Ill Health
4. Salary Changes
5. Death benefits
6. Added Years Contracts (if relevant) – these started before April 2008

1. Normal Pension Age

Combining benefits – on a linking basis (if combined within 12 months of starting)

Your Normal Pension Age for post April 2014* benefits will be your State Pension Age. If you combine pension records, you may continue to meet the Rule of 85 for some of your pre-2014* service and hence your Normal Pension Age could be earlier than age 65 for some or all of your pre-2014* service.

Combining benefits – on a transfer in basis (if combined after 12 months of starting)

All of your combined benefits will have Normal Pension Age in line with your State Pension Age.

Keeping benefits separate:

Your deferred record will continue to have Normal Pension Age of 65 (or earlier if you meet the Rule of 85 on this record)

Your active record will have a Normal Pension Age in line with your State Pension Age.

(* “April 2016” for members born before 1 April 1956 who meet the rule of 85)

2. Redundancy

If you are made redundant in the continuing post at a time when you are age 55 of over, the effect on your pension benefits will vary depending on whether or not you opted to combine your benefits

Combining records (on either basis)

All of your combined pension benefits will be due from the date you are made redundant without any reduction applied because you are taking them early.

Keeping benefits separate

Only the pension benefits related to the job in which you were made redundant will be due without any reduction applied. Other deferred benefits will only be due in full from your normal pension age.

3. Ill Health

If you are dismissed on ill health grounds and you meet one of the three tiers of ill health that means that your benefits in the job for which you were dismissed will be due at that point in time and they may be enhanced in more serious cases.

Combining Benefits (on either basis)

All of your combined pension benefits will be due from the date you are dismissed (without any reduction applied because you are taking them early)

Keeping benefits separate

Only the pension benefits related to the job in which you left on ill-health grounds will be due without any reductions applied. Your other, deferred benefits, may also be due but you will need to apply to have these released separately – particularly if these relate to a different employer.

4. Salary Changes

The amount of actual salary in any particular year will determine the amount of CARE pension you build up for that year. Regardless of whether you combine or separate your pension records with post 2014 service, any future salary changes will not alter this position.

However the position will be different for the pre-April 2014 service as described below:

Combining records – on a linking basis (if elected within 12 months of starting)

If you combine records, the final salary in your new/continuing employment will determine the value of all of your benefits including those that were held in respect of your previous deferred benefit.

Combining records – on a transfer in basis (if elected after 12 months of starting)

The amount of actual salary in any particular year will determine the amount of CARE pension you build up for that year. Regardless if you combine or separate your pension records with post 2014 service any future salary changes will not alter this position as there will be no final salary link between your deferred record and your new employment.

Keeping benefits separate:

If you keep your records separate, the deferred record will remain at its current value (it will be based on the final salary in that job and adjusted for inflation each year) while the career average salary in the new/continuing job will determine the pension amount for the other job.

5. Death

Combining Benefits

Death Grant Lump Sum

If you decide to combine your benefits, the death grant payable on death in service will be:

- 3 x actual pay in your current job.

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, then survivor pension benefits will also be due based on the value of the combined benefits.

Keeping benefits separate

Death Grant Lump Sum

If you keep your benefits separate, and subsequently die in service, a lump sum death grant is payable which will be equal to the greater of

- 3 x actual pay in your current job

Or

- the amount of the deferred lump sum plus inflation in respect of your deferred benefits (if you left that job before 1 April 2008) or 5 times the pension plus inflation from your deferred benefits (if you left that job after 1 April 2008)

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, a widow/er's pension will also be due based on the value of the benefits relating to each employment.

6. Added Years Contracts (started pre April 2008) or additional pension contracts

If you keep your benefits separate, any existing election to buy added years or additional pension that is associated with your deferred record will cease at the date of leaving your former job and you will be credited with the proportion purchased.

You will not be able to start a new contract to buy added years in your new job as this facility was removed from 1 April 2008.

You can choose to start a new contract to buy additional pension – the costs will be based on your age at the first contribution payment in this new contract.

If you combine your benefits, you can continue with your existing added years or additional pension contract in your new job, as long as:

- the period between leaving your old job and joining the Scheme in your new job is less than 12 months, and
- you have not received a refund of pension contributions in respect of your old job, and
- within three months of joining the Scheme in your new job you make an election to carry on paying additional contributions, and
- within that three months you pay off any contributions that would have been

due during the break (if any) between the jobs

7. Concurrent Employments

This is where you have or had multiple employments with separate contracts at a single point in time. Concurrent employments are normally held separately on payroll systems and this means you will have separate pension records.

If you elect for your concurrent employments to be combined then a neutral adjustment at that point in time will be made to any pre 2014 service to allow for the difference in pensionable pay between the two employments. However, please note that if you considering whether or not you may be better off in future with your records concurrently linked, you should still consider the points numbered 1 to 4.

D3 – Deferred Record with Pre-April 2014 (with a break in active membership of a public service pension scheme of more than 5 years between the deferred benefit being awarded and the continuing employment starting)

Points to consider when deciding whether to combine or separate benefits

1. Normal Pension Age
2. Redundancy
3. Ill Health
4. Salary Changes
5. Death benefits
6. Added Years Contracts (if relevant) – these started before April 2008

1. Normal Pension Age

Combining records (Transfer in basis)

All of your combined benefits will have Normal Pension Age in line with your State Pension Age.

Keeping benefits separate:

Your deferred record will continue to have a Normal Pension Age of 65 (or earlier for some or all of your benefits if you meet the Rule of 85 on this record)
Your active record will have a Normal Pension Age in line with your State Pension Age.

2. Redundancy

If you are made redundant in the continuing post at a time when you are age 55 of over, the effect on your pension benefits will vary depending on whether or not you opted to combine your benefits

Combining records

All of your combined pension benefits will be due from the date you are made redundant without any reduction applied because you are taking them early.

Keeping benefits separate

Only the pension benefits related to the job in which you were made redundant will be due without any reduction applied. Other deferred benefits will only be due in full from your Normal Pension Age.

3. Ill Health

If you are dismissed on ill health grounds and you meet one of the three tiers that mean that your benefits in the job for which you were dismissed will be due at that point in time and they may be enhanced in more serious cases of ill health.

Combining Benefits

All of your combined pension benefits will be due from the date you are dismissed (without any reduction applied because you are taking them early).

Keeping benefits separate

Only the pension benefits related to the job in which you left on ill-health grounds will be due without any reductions applied. Your other, deferred benefits may also be due but you will need to apply to have these released separately – particularly if these relate to a different employer.

4. Salary Changes

The amount of actual salary in any particular year will determine the amount of CARE pension you build up for that year. Regardless if you combined or separate your pension records with post 2014 service any future salary changes will not alter this position as there will be no final salary link between your deferred record and your new employment.

5. Death

Combining Benefits

Death Grant Lump Sum

If you decide to combine your benefits, the death grant payable on death in service will be:

- 3 x actual pay in your current job.

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, then dependant pension benefits will also be due based on the value of the combined benefits.

Keeping benefits separate

Death Grant Lump Sum

If you keep your benefits separate, and subsequently die in service, a lump sum death grant is payable which will be equal to the greater of

- 3 x actual pay in your current job

Or

- the amount of the deferred lump sum plus inflation in respect of your deferred benefits (if you left that job before 1 April 2008) or 5 times the pension plus inflation from your deferred benefits (if you left that job after 1 April 2008)

Dependant Pension

If you are married, in a civil partnership, you have a co-habiting partner and/or have eligible children, a survivors pension will also be due based on the value of the benefits relating to each employment.

6. Added Years Contracts (started pre April 2008) or additional pension contracts

If you keep your benefits separate, any existing election to buy added years or additional pension associated with your deferred record will cease at the date of leaving your former job and you will be credited with the proportion purchased.

You will not be able to start a new contract to buy added years in your new job as this facility was removed from 1 April 2008.

You can choose to start a new contract to buy additional pension but the costs will be based on your age at the first contribution payment in this new contract.

If you combine your benefits, you can continue with your existing added years or extra pension contract in your new job, as long as:

- the period between leaving your old job and joining the Scheme in your new job is less than 12 months, and
- you have not received a refund of pension contributions in respect of your old job, and
- within three months of joining the Scheme in your new job you make an election to carry on paying additional contributions, and
- within that three months you pay off any contributions that would have been due during the break (if any) between the jobs.

7. Concurrent Employments

This is where you have or had multiple employments with separate contracts at a single point in time. Concurrent employments are normally held separately on payroll systems and this means you will have separate pension records.

If you elect for your concurrent employments to be combined then a neutral adjustment at that point in time will be made to any pre 2014 service to allow for the difference in pensionable pay between the two employments. However, please note that if you are considering whether or not you may be better off in future with your records concurrently linked, you should still consider the points numbered 1 to 4.

Glossary of terms

Active Record/Member

You will have an active record for any employment that you currently hold and make pension contributions on. Any active record may have other periods of previous employment linked to it increasing the size of that pension. This could have been the result of linking different employments within the Wiltshire Pension Fund or after transferring in an externally held pension.

Deferred Record

A deferred record will relate to an employment that you used to work in and used to pay pension contributions on (this may have also had previous service transferred into it). Unless this is combined with another record, this pension will remain deferred with Wiltshire Pension Fund until you decide to take this as a pension at your Normal Pension Age. Its value will increase in line with inflation each year.

Normal Pension Age (NPA)

The Normal Pension Age is the age at which a member can receive their benefits without reductions. For members who do not reach the rule of 85, these ages will be the same as the Normal Retirement Age (see below). For members who do meet the rule of 85 in part or in full, this would be the age determined by the rule of 85.

Normal retirement Age (NRA)

The normal retirement age for pre-2014 service is 65. For post-2014 service, the normal retirement age is the person's state pension.

Eligible retirement date (ERD)

Eligible retirement date is the date between age 60 and 65 when you are eligible to take your benefits without percentage reductions. For some people who satisfy the 85 year rule, this will be before age 65 (see below).

Rule of 85

The rule of 85 will only apply for some members who joined the LGPS before 1 October 2006. The rule was removed from 1 October 2006 but some protections still continue for members who joined before then and who meet the definition.

The purpose of the rule of 85 is to allow certain members to take some or all of their benefits early without subsequent reductions being applied.

The 85 year rule is satisfied if your age at the date you draw your benefits and your scheme membership (each in whole years) add up to 85 or more, e.g. age 60 + 25 years membership = 85. If you are part time, your membership counts towards the rule of 85 at its full calendar length. Note, in the 2014 Scheme the minimum age at which you can take benefits in full is at age 60 (unless your employer agrees otherwise)

For deferred records, in addition to using the calculation method above, the number of years between the time the member left active membership and the normal retirement age is also added.

Further information is available on our website

Percentage reductions

You can choose to take your pension at any time from age 55. If you retire before your Normal Pension Age, or before your earliest retirement date, your pension and any automatic lump sum (if you have membership prior to 1 April 2008) will be reduced. You may have different amounts of reductions depending on which benefits you hold. Please see our website for up to date tables.

If you have any queries about your pension when changing jobs within the LGPS, please contact us on 01225 713613.