

A brief guide to the Local Government Pension Scheme For Employees in Scotland April 2013

The Scheme

This guide is a short description of the conditions of membership and main scheme benefits that apply if you pay into the LGPS on or after 1 April 2009.

What kind of scheme is it?

The LGPS is a tax approved, defined benefit occupational pension scheme set up under the Superannuation Act 1972 and is contracted out of the State Second Pension scheme (S2P). The benefits under the LGPS are based on the length of your membership and your final year's pay. It is very secure because the benefits are set out in law. The LGPS is a qualifying scheme under the automatic enrolment provisions of the Pensions Act 2008.

Who can join?

The LGPS covers local government, certain public bodies and other organisations that have chosen to participate in it. To be able to join the LGPS you need to be under age 75 and, if you are employed by an admission body¹, you can only join if your employer nominates you for membership of the scheme. Police officers, operational firefighters and, in general, teachers are not allowed to join because they have access to their own occupation-specific pension arrangements.

If you start a job in which you are eligible for membership of the LGPS, you will be brought into the scheme, unless your contract of

employment is for less than 3 months in which case you can opt to join by completing an application form. This form is available from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx.

If you are brought into the scheme you have the right to opt out. You cannot complete an opt out form until you have started your employment. This form is available from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx.

How do I ensure that I have become a member of the LGPS?

On joining the LGPS, relevant records will be set up and an official notification of your membership of the LGPS will be sent to you. You should check your pay slip to make sure that pension contributions are being deducted.

Can I opt-out of the LGPS and re-join the LGPS at a later date?

You can leave the LGPS at any time on or after your first day of eligible employment by giving your employer notice in writing, although you will only be entitled to a refund of contributions if you leave the scheme within 2 years of joining. If you opt out of the LGPS before completing three months membership you will be treated as never



¹ **Admission body** is an employer that chooses to participate in the LGPS under an admission agreement. These tend to be employers such as charities and contractors.

having been a member and your employer will refund the pension contributions deducted from you and will adjust your tax and national insurance deductions.

If you opt-out, you can opt back into the scheme provided at that time you are under age 75. You may wish to obtain independent financial advice before you make a decision to opt-out of the LGPS.

If you opt out of the LGPS then:

- on the date your employer is required to comply with the automatic enrolment provisions under the Pensions Act 2008, your employer will **automatically enrol** you back into the LGPS provided at that time, you are aged 22 or more and under State pension age (please see page 11) and you earn more than £9,440 a year in the job you've opted out from, or
- if on the date your employer is required to comply with the **automatic enrolment** provisions under the Pensions Act 2008, you are under age 22 or earning £9,440 or less a year in the job you opted out from, your employer will **automatically enrol** you back into the LGPS in that job
- from the day you reach age 22 provided you are earning more than £9,440 a year in that job at that time, or
- from the beginning of the pay period you earn more than £9,440 for the first time in that job provided you are aged 22 or more and under State pension age at that time.

Your employer must notify you if this happens. You would then have the right to opt out of the LGPS.

If you stay opted out your employer will normally **automatically enrol** you back into the LGPS approximately every 3 years from the date they have to comply with the automatic enrolment provisions.

Option forms for are available from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx.

What do I pay?

How much it costs you depends on how much you are paid. There is currently a five tier contribution system, with contributions based on how much of your pay² falls into each tier.

If you work part-time, your contribution rate is worked out on the whole-time pay rate for your job, although you will only pay contributions on the pay you actually earn.

Here are the tiers that apply from April 2013:

Full Time Equivalent (FTE) Pensionable Pay (2013/2014)	Rate (%)
On earnings up to and including £19,800	5.5%
On earnings above £19,800 and up to £24,200	7.25%
On earnings above £24,200 and up to £33,200	8.5%
On earnings above £33,200 and up to £44,200	9.5%
On earnings above £44,200	12%

The pay ranges will be increased each April in line with the cost of living.

Let's take a look at someone who works full-time at a pay rate of £22,000. They'll pay 5.5% on their pay up to £19,800, and 7.25% on the next £2,200. That gives an overall contribution rate of 5.7% - around £104 a month in contributions.

If they were working half-time, they'd still pay the same contribution rate. That's because the whole-time rate for their job is still £22,000, but their contributions would be based on their part-time earnings, so instead they'd pay half - around £52 a month.

² The pay on which you normally pay pension contributions is your normal salary or wages plus any shift allowance, bonuses, contractual overtime, maternity pay, paternity pay, adoption pay and any other taxable benefit specified in your contract as being pensionable. You do not pay contributions on any non-contractual overtime, travelling or subsistence allowances, pay in lieu of notice, pay in lieu of loss of holidays, any payment as an inducement not to leave before the payment is made, nor (apart from some historical cases) the monetary value of a car or pay received in lieu of a car.





Do I get tax relief?

As a member of the LGPS, your contributions will attract tax relief at the time they are deducted from your pay and you will be contracted out of the State Second Pension scheme (S2P). There are restrictions on the amount of tax relief available on pension contributions. If the value of your pension savings increase in any one year by more than the annual allowance of £50,000 you may have to pay a tax charge. Most people will not be affected by the annual allowance.

Whilst you are a member of the LGPS you will, prior to State Pension Age, pay reduced National Insurance contributions.

Does my employer contribute?

Your employer pays the balance of the cost of providing your benefits in the LGPS. Every three years an independent review is undertaken to calculate how much your employer should contribute to the scheme.

Increases or decreases in the cost of providing the scheme may, in future, need to be shared between members and employers, in accordance with guidance from Scottish Ministers.

Can I pay more to increase my benefits?

You can pay extra to increase your retirement benefits. You can do this either by paying Additional Regular Contributions (ARCs)³ to buy extra LGPS pension or by making payments to the scheme's Additional Voluntary Contributions (AVCs)⁴ arrangement. And you can pay extra to increase your dependant's benefits.

The Pensions Section, pensions@falkirk.gov.uk can give you more information on these options.

You are also able to make payments to a personal pension or stakeholder pension or free-standing AVC scheme of your own choice. You may wish to take independent financial advice before you make a decision about paying extra.

Can I transfer pension benefits into the LGPS?

Generally speaking, benefits that you have previously built up in the LGPS or in other pension arrangements can be transferred into the LGPS. An option to transfer must be made within twelve months of joining.

However, if you have benefits you have previously built up in the LGPS in Scotland and you have not made an option within the normal twelve month time limit, you can still transfer them into your current LGPS membership **provided you opt to do so by 31 January 2014.**

What if I'm already receiving an LGPS pension – will it be affected?

If you are re-employed in local government or by an employer who offers you membership of the LGPS you must tell the LGPS fund that pays your pension about your new position, regardless of whether you join the scheme in your new position or not. A check will then be made to see whether the pension you are being paid should be reduced or suspended.



³ **Additional Regular Contributions (ARCs)** - These are extra payments to buy up to £5,000 of extra annual LGPS pension in blocks of £250.

⁴ **Additional Voluntary Contributions (AVCs)** - These are extra payments to increase your future benefits. You can also pay AVCs to provide additional life cover. All local government pension funds have an AVC arrangement in which you can invest money through an AVC provider, often an insurance company or building society. AVCs are deducted directly from your pay and attract tax relief.

RETIREMENT

To be entitled to LGPS retirement benefits you have to have at least two years membership, or have transferred other pension rights into the LGPS, or already have a deferred benefit elsewhere in the LGPS in Scotland.

When can I retire?

You can retire and receive your LGPS benefits in full once you have reached age 65. The scheme also makes provision for the early payment of your LGPS benefits.

What are my LGPS retirement benefits?

When you retire, you will receive a pension and have the option to take part of your pension as a tax-free lump sum. If you joined the LGPS before 1 April 2009, your standard benefit package will include an automatic taxfree lump sum as described in **The benefits section**.

Can I retire before age 65?

You can elect to retire and receive your LGPS benefits from age 60 onwards. You may be able to voluntarily

retire and receive your LGPS benefits from age 55 but only if your employer agrees. Employer's consent to draw benefits before age 60 is an employer discretion. Your employer must set out their policy on this in a published statement.

Are there any penalties for retiring before 65 and drawing immediate benefits?

If you voluntarily retire before age 65, your LGPS benefits, initially calculated as set out in **The benefits** section below, will be reduced to take account of their early payment and the fact that your pension will be payable for longer. However, if you joined the LGPS before 1 December 2006 you may have some protection from this reduction in respect of benefits built up in the scheme up to 31 March 2008 (or up to 31 March 2020 if you will be 60 by then).

If you voluntarily retire before age 65, or retire on or after age 65, you can defer drawing your benefits but you must draw them before age 75.

What if I lose my job through redundancy or business efficiency?

If you are aged 55 or over you will be entitled to the immediate unreduced payment of your LGPS benefits. However, if you were paying into the LGPS on 5 April 2006, and you are retired on redundancy or business efficiency grounds, the earliest age immediate benefits are payable is 50.

What happens if I have to retire early due to ill health?

If you have to leave work at any age due to illness you may qualify for the immediate payment of your benefits if your employer, based on an opinion from an independent occupational health physician appointed by them, is satisfied that you are permanently unable to do your own job. There are graded levels of benefit based on how likely you are to be capable of obtaining gainful employment after you leave.





What if I want to have a gradual move into retirement?

This is known as flexible retirement. From age 55, if you reduce your hours or move to a less senior position, and provided your employer agrees, you can draw the pension benefits you have built up – helping you ease into retirement. If you take flexible retirement before age 65 your benefits may be reduced to take account of their early payment unless your employer agrees to waive the reduction in whole or in part. You can continue paying into the LGPS on your reduced hours or in your new role, building up further benefits in the scheme.

Flexible retirement is at the discretion of your employer and they must set out their policy on this in a published statement.

What if I carry on working after age 65?

If you carry on working after age 65 you will continue to pay into the scheme, building up further benefits. We will pay your pension when

you retire, or when you reach the eve of your 75th birthday, or if you take 'flexible retirement', whichever occurs first.

If you start to draw your pension after age 65 it will be paid at an increased rate to reflect the fact that it will be paid for a shorter time. Your pension has to start no later than your 75th birthday.

THE BENEFITS

How much will my pension be?

Your pension is based on the length of your membership in the scheme and your final year's pay. If you are part-time, your scheme membership will count at its part-time length when working out your pension and your final year's pay is increased to what you would have received had you been full-time. For membership you build up after 31 March 2009 you receive an annual pension based on 1/60th of your final year's pay. The examples below show how benefits based on membership in the LGPS built up after 31 March 2009 are calculated.

What pay is used to calculate retirement benefits?

Your retirement benefits will be calculated on your final year's pay. That is, the pay due in respect of your final year. If you're part-time, your final year's pay is increased to what you would have received had you been full time. However, your benefits can be calculated on one of the two previous years' pay if better and, if your pay is reduced or increases to your pay are restricted through circumstances beyond your control in the last 10 years before retiring, and your employer issues you with a Certificate of Protection, then your benefits can be based on the best year's



pay in the last 5 years, or the average of the best consecutive 3 years' pay in the last 13 years beginning, in either case, with a day no earlier than three years prior to the date of the reduction or restriction and ending with the anniversary of your date of retirement.

Can I exchange part of my pension for a lump sum?

You can exchange part of your annual pension for a one off tax-free cash payment. You will receive £12 lump sum for each £1 of pension given up. You can take up to 25% of the capital value⁵ of your pension benefits as a lump sum providing the total lump sum does not exceed £375,000 (2013/14 figure) less the value of any other pension rights you have in payment. Details of the maximum tax-free cash payment you can take will be given to you shortly before your retirement. It is at that time you need to make a decision.

Example of pension and lump sum option calculation for membership after 31 March 2009.

Full-time employee

On retirement at age 65, a scheme member has 20 years total membership and has final year's pay of £15,000.

Their annual pension is:
 $20 \text{ years} \times 1/60 \times £15,000 = £5,000$

If they decide to give up £1,000 pension for a cash lump sum, then their reduced annual pension is:
 $£5,000 \text{ less } £1,000 = £4,000$

And they will get a tax-free lump sum of:
 $£1,000 \times 12 = £12,000$

Part-time employee

If the same employee had worked half-time (i.e. 20 years at half-time = 10)

Their annual pension would be:
 $10 \text{ years} \times 1/60 \times £15,000 = £2,500$

If they decide to give up £500 pension for a cash lump sum, then their reduced annual pension is: $£2,500 \text{ less } £500 = £2,000$

And they would get a tax-free lump sum of: $£500 \times 12 = £6,000$

If you joined the LGPS before 1 April 2009

Your benefits for membership before 1 April 2009 are calculated differently. For LGPS membership you have built up to 31 March 2009 you receive an annual pension based on 1/80th of your final year's pay **and** an automatic tax-free lump sum of three times your pension. Like the pension, the automatic lump sum is based on your LGPS membership before 1 April 2009 and your final year's pay. You can also exchange part of your pre April 2009 pension for extra lump sum as described earlier.

Taking AVCs as cash

If you pay Additional Voluntary Contributions (AVCs) via the LGPS you may elect to take up to 100% of the accumulated fund in your AVC account as a tax-free lump sum if you draw it at the same time as your LGPS pension benefits **provided**, when added to the LGPS lump sum, it does not exceed 25% of the overall value of your LGPS benefits (including your AVC fund) and the total lump sum does not exceed £375,000 (2013/14 figure) less the value of any other

⁵ The capital value of your pension benefits is $([120 \times \text{pension}] + [10 \times \text{lump sum}] + [10 \times \text{AVC fund}]) \div 7$



pension rights you have in payment. Details of this option will be given to you shortly before your retirement.

Will my pension increase?

The LGPS provides statutory pension increases. This means that if you retire on or after age 55, your pension will be increased each year in line with the cost of living. If you retire before age 55, the accumulated effect of inflation since you retired will be added to your pension when you reach age 55. Ill health pensions are increased each year in line with the cost of living regardless of age.

PROTECTION FOR YOUR FAMILY

What benefits will be paid if I die?

If you **die in service** as a member of the LGPS the benefits shown below are payable.

- A widow's, widower's, civil partner's⁶ or, subject to certain qualifying conditions, a nominated cohabiting partner's⁷ pension equal to 1/160th of your final year's pay times the total membership you would have built up in the LGPS to age 65. If you are part-time, membership to age 65 is calculated assuming you had remained part-time through to then. However, civil partner's and nominated cohabiting partner's pensions will be less than this if you have membership in the scheme before 6 April 1988 and, in the case of a nominated co-habiting partner's pension, you have not opted to pay additional contributions so that your membership before 6 April 1988 counts towards a nominated cohabiting partner's pension.
- Pensions for eligible children⁸.

- A lump sum death grant of 3 years pay. If you are part-time, it's 3 years part-time pay.

If you die after retiring on pension, a widow's, widower's, civil partner's or, subject to certain qualifying conditions, a nominated co-habiting partner's pension and pensions for eligible children are payable.

- A widow's or widower's pension is equal to 1/160th of your final year's pay times the total membership your pension is based on unless you marry after retirement in which case it could be less.
- A civil partner's pension is equal to 1/160th of your final year's pay times your membership in the scheme from 6 April 1988.
- A nominated co-habiting partner's pension is equal to 1/160th of your final year's pay times your membership in the scheme from 6 April 1988, plus any of your membership before 6 April 1988 for which you have paid additional contributions so that it counts towards a nominated co-habiting partner's pension.
- A death grant is payable if less than 10 years pension has been paid and you are under age 75 at the date of death. The amount payable would be 10 times your annual pension reduced by any pension already paid to you (ignoring any reduction in your pension as a result of re-employment by an employer offering membership of the LGPS).

The LGPS allows you to say who you would like any death grant to be paid to by completing an expression of wish form. This form is available from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx. The scheme's administering authority, however, retains absolute discretion when deciding on who to pay any death grant to.

⁶ **A civil partnership** is a relationship between two people of the same sex ("civil partners") which is formed when they register as civil partners of each other.

⁷ **A co-habiting partner** is someone you are living with as if you are married or in a civil partnership. To nominate a cohabiting partner for a survivor's pension your relationship has to meet certain conditions laid down by the LGPS. If you wish to make a nomination you can obtain a form from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx.

⁸ **Eligible children** are your children. They must, at the date of your death:

- be under 17 and be wholly or mainly dependent on you, or
 - be aged 17 or over and under 23, be dependent on you, and be in full-time education or undertaking vocational training (although a dependent child who commences full-time education or vocational training after the date of your death may be treated as an eligible child up to age 23), or
 - in some cases, a dependent child of any age who is disabled may be classed as an eligible child.
- In all cases, the children must have been born before or within a year of your death.



LEAVERS WITHOUT AN IMMEDIATE ENTITLEMENT TO BENEFITS

Refunds of Contributions

If you leave the scheme with less than two years total membership, have not brought a transfer into the LGPS and do not already have a deferred benefit in the LGPS in Scotland, you will normally be able to take a refund of your contributions. There will be a deduction for tax and the cost, if any, of buying you back into the State Second Pension scheme (S2P).

If you opt out of the LGPS before completing three months membership you will be treated as never having been a member and your employer will refund the pension contributions deducted from you and will adjust your tax and national insurance deductions.

Deferred benefits

If you leave before age 65 and your total membership is two years or more, or you have transferred other pension rights into the LGPS, or you already have a deferred benefit in the LGPS in Scotland, you will be entitled to deferred benefits within the LGPS. Your deferred LGPS benefits will be calculated as described in **The benefits** section using the length of your membership up to the date that you left the scheme. During the period your pension benefits are deferred they will be increased each year in line with the cost of living.

Unless you decide to transfer your deferred benefits to another pension scheme they will normally be paid at age 65, but:

- they may be put into payment earlier, and in full if, because of ill health, you are permanently incapable of doing the job you were working in when you left the LGPS and you are unlikely to be capable of gainful employment before age 65; or
- you can, if you wish, elect to receive your deferred benefits early from age 60 onwards; or

- if your former employer agrees, you can elect to receive your deferred benefits from age 55. You must have your former employer's consent to draw your benefits before age 60; or
- you can, if you wish, elect not to draw your deferred benefits at age 65 and defer drawing them till some time later (although they must be paid by age 75).

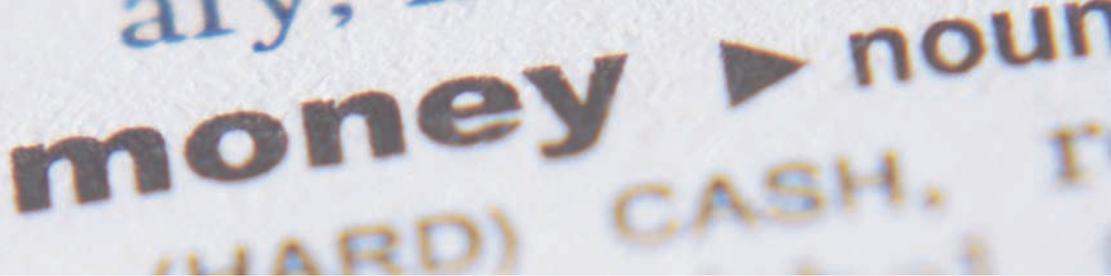
Benefits paid early, other than on the grounds of permanent ill health, may be reduced to take account of their early payment and the fact that your pension will be paid for longer. Conversely, benefits paid after age 65 will be increased.

If you die before your deferred benefits come into payment, a lump sum death grant equal to 5 years' pension will be paid. The LGPS allows you to say who you would like any death grant to be paid to by completing an expression of wish form. This form is available from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/forms-and-publications.aspx. The scheme's administering authority, however, retains absolute discretion when deciding on who to pay any death grant to.

A widow's, widower's, civil partner's or, subject to certain qualifying conditions, a nominated co-habiting partner's pension and pensions for eligible children will also be payable.

- A widow's or widower's pension is equal to 1/160th of your final year's pay times the total membership your deferred pension is based on unless you marry after leaving in which case it could be less.
- A civil partner's pension is equal to 1/160th of your final year's pay times your membership in the scheme from 6 April 1988.
- A nominated co-habiting partner's pension is equal to 1/160th of your final year's pay times your membership in the scheme from 6 April 1988, plus any of your membership before 6 April 1988 for which you have paid additional contributions so that it counts towards a nominated co-habiting partner's pension. To nominate a co-habiting partner for a survivor's pension your relationship has to meet certain





conditions laid down by the LGPS. If you wish to make a nomination you can obtain a form from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/formsand-publications.aspx.

What if I have two or more LGPS jobs?

If you have two or more jobs where you pay into the LGPS at the same time and you leave one (or more) but not all of them, and you are entitled to deferred benefits from the job (or jobs) you have left, you can choose to transfer your deferred benefits to the job you are continuing in. If you are not entitled to deferred benefits from the job (or jobs) you have left, you cannot have a refund of your contributions and you will be able to transfer your benefits to the job you are continuing in. The amount of membership you will be granted in the continuing job will be adjusted to reflect any difference in the whole-time rates of pay between the jobs.

Transferring your benefits

If you leave the scheme and you are entitled to deferred benefits or a refund you can generally transfer the cash equivalent of your pension benefits into a new employer's scheme (if they are willing and able to accept it), into a personal or stakeholder pension scheme, or into a 'buy-out' insurance policy. You cannot transfer your benefits if you leave less than one year before age 65. An option to transfer must be made before age 64 or, if later, within 6 months of leaving. The method of valuing the cash equivalent of your pension rights complies with the requirements of the Pension Schemes Act 1993 and any value quoted is guaranteed for three months.

Alternatively, if you return to employment with an employer participating in the LGPS, then you may elect for the pension rights that you have built up to be added to your new period of membership in the scheme. Such an election must be made within twelve months of re-joining the scheme, or, if your new job is in the LGPS in Scotland, by 31 January 2014 if this date is later, or such longer period as your employer allows.

The Pensions Regulator has published guidance (<http://www.thepensionsregulator.gov.uk/individuals.aspx>) regarding the dangers of pension liberation scams that can result in members losing significant amounts of their pension pots or incurring significant tax liabilities.

HELP WITH PENSION PROBLEMS

Who can help me if I have a query or complaint?

If you are in any doubt about your benefit entitlements, or have a problem or question about your LGPS membership or benefits, please contact the Pensions Section, pensions@falkirk.gov.uk. They will seek to clarify or put right any misunderstandings or inaccuracies as quickly and efficiently as possible.

If your query is about your contribution rate, please contact your employer's personnel/HR or payroll section so they can explain how they have calculated your contribution rate.

If you are still dissatisfied with any decision made in relation to the scheme you have the right to have your complaint reviewed under the Internal Disputes Resolution Procedure and, as



the scheme is well regulated, there are also a number of other regulatory bodies that may be able to assist you.

The various procedures and bodies are:

- **Internal Disputes Resolution Procedure**

In the first instance you should write to the person nominated by the body who made the decision about which you wish to appeal. You must do this within six months of the date of the notification of the decision or the act or omission about which you are complaining, or such longer period as the nominated person may allow. The nominated person will consider your complaint and notify you of his or her decision. If you are dissatisfied with that person's decision (or their failure to make a decision), you may apply to the Scottish Ministers to have it reconsidered.

A guide explaining the Internal Disputes Resolution Procedure including relevant time limits is available from the Pensions Section, pensions@falkirk.gov.uk or from www.falkirkpensionfund.org/about-us/formsand-publications.aspx.

- **The Pensions Advisory Service (TPAS)**

TPAS is available at any time to assist members and beneficiaries of the scheme in connection with any pensions query they may have or any difficulty which they cannot resolve with the scheme administrator. TPAS can be contacted at:

11 Belgrave Road
London
SW1V 1RB
Telephone 0845 601 2923

- **Pensions Ombudsman**

In cases where a complaint or dispute has not been satisfactorily resolved through the Internal Disputes Resolution Procedure or with the help of TPAS, an application can be made to the Pensions Ombudsman within three years of the event that gave rise to the complaint or dispute. The Ombudsman can investigate and determine any complaint or dispute involving maladministration of the scheme or matters of fact or law and his or her decision is final and binding (unless the case is taken to the appropriate court on a point of law). Matters where legal proceedings have already started cannot be investigated by the Pensions Ombudsman.

The Pensions Ombudsman can be contacted at:

11 Belgrave Road
London
SW1V 1RB
Telephone 0207 630 2200

- **The Pensions Regulator**

This is the regulator of work based pension schemes. The Pensions Regulator has powers to protect members of work-based pension schemes and a wide range of powers to help put matters right, where needed. In extreme cases, the regulator is able to fine trustees or employers, and remove trustees from a scheme. You can contact the Pensions Regulator at:

Napier House
Trafalgar Place
Brighton
BN1 4DW
Telephone 0870 6063636

How can I trace my pension rights?

The Pension Tracing Service holds details of pension schemes, including the LGPS, together with relevant contact addresses. It provides a tracing service for ex-members of schemes with pension entitlements (and their dependants) who have lost touch with previous schemes. All occupational and personal pension schemes have to register if the pension scheme has



current members contributing to the scheme or people expecting benefits from the scheme. If you need to use this tracing service please write to:

The Pension Tracing Service
 The Pension Service
 Tyneview Park
 Whitley Road
 Newcastle upon Tyne
 NE98 1BA
 Telephone 0845 6002 537

Don't forget to keep your pension providers up to date with any change in your home address.



FURTHER INFORMATION DISCLAIMER

This guide is for employees in Scotland and reflects the provisions of the LGPS and overriding legislation at the time of publication in April 2013. The Government may make changes to overriding legislation and, after consultation with interested parties, Scottish Ministers may make changes in the future to the LGPS.

This guide cannot cover every personal circumstance and does not cover rights that apply to a limited number of employees e.g. those whose total pension benefits exceed the lifetime allowance (£1.5 million in 2013/14) or whose pension benefits increase in any tax year by more than the annual allowance (£50,000 in 2013/14), those to whom protected rights apply, or those whose rights are subject to a pension sharing order following divorce or dissolution of a civil partnership. In the event of any dispute over your pension benefits the appropriate legislation will prevail. This short guide does not confer any contractual or statutory rights and is provided for information purposes only.

State Pension Age

This is the earliest age you can receive the state basic pension. State pension age is currently age 65 for men. State pension age for women is currently being increased to be equalised with that for men. The Government has announced that it will speed up the pace of State pension age equalisation for women, so that women's State pension age will reach 65 by November 2018.

State pension age equalisation timetable for women

Date of Birth	New State Pension Age
Before 6 April 1950	60
6 April 1950 - 5 April 1951	In the range 60 - 61
6 April 1951 - 5 April 1952	In the range 61 - 62
6 April 1952 - 5 April 1953	In the range 62 - 63
6 April 1953 - 5 August 1953	In the range 63 - 64
6 August 1953 - 5 December 1953	In the range 64 - 65

The State pension age will then increase to 66 for both men and women from December 2018 to October 2020.

Increase in State pension age from 65 to 66 for men and women

Date of Birth	New State Pension Age
6 December 1953 - 5 October 1954	In the range 65 - 66
After 5 October 1954	66

Under current legislation the State pension age is due to rise to 67 between 2034 and 2036 and to 68 between 2044 and 2046. However the government has announced plans to revise the legislation so that the date when the State Pension Age rises to 67 is between 2026 and 2028 and that rises above age 67 will be linked to increases in life expectancy.



The background of the page features a large, light blue watermark of the Falkirk Council Coat of Arms. The coat of arms is a shield divided into four quarters. The top-left quarter shows a castle tower. The top-right quarter shows a unicorn. The bottom-left quarter shows a ship. The bottom-right quarter shows a bird with its wings spread. Above the shield is a crown with four fleurs-de-lis. Below the shield is a ribbon with the motto 'ANE FOR A'.

More detailed information about the scheme can be found at:

www.falkirkpensionfund.org

Any specific queries about the Scheme should be directed to:

[Email: pensions@falkirk.gov.uk](mailto:pensions@falkirk.gov.uk)

Mail: Pensions Section

PO Box 14882

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