

Gender Recognition FAQs

Q When did the Gender Recognition Act come into force?

A The Gender Recognition Act (the Act) came into force on 4 April 2005. From that date applications could be considered for Gender Recognition.

Q What does the Act do?

A The Act allows transsexuals to apply for legal recognition of their chosen gender. Once gender has been agreed a Gender Recognition Certificates (GRC) will be issued.

Q What is the effect on a member who changes their gender?

A There are few implications for the Scheme as in the main the HSC Pension Scheme Regulations are equalised, however there are a small number which remain gender specific where it could be beneficial to be recognised in a different gender.

Q What pension entitlement would a nurse who has changed gender from female to male have?

A The benefits will be based on a male nurse with membership split at 17 May 1990 if the GRC was granted before retirement. Any membership before 24 March 1972 could impact on the amount of lump sum calculated.

Q What about a nurse who has changed gender from male to female?

A The member will be entitled to full benefits at age 55.

Q What happens where there is a contract to purchase the unreduced lump sum and the member has changed gender?

A The contract will simply cease from the date of the recognised gender change. The member will not be entitled to a refund of the additional contributions paid.

- Q What happens if a full pension is paid to a special class female at age 55, with pre 17 May 1990 membership, who after receipt of their pension, changed their gender to male?
- A The Act states that historic pension events cannot be changed. If the GRC is issued after benefits are paid, the basis of the calculation cannot be changed retrospectively.
- Q How does the member notify HSC Pensions of their new gender?
- A HSC Pensions has adopted a policy that if data, such as change of gender needs altering on our records; we require sight of the relevant documentation. We require members to forward their new birth certificate in order to amend their record.
- Q What happens if a member does not want to forward the relevant documentation required by HSC Pensions?
- A Until we receive the relevant documentation HSC Pensions is happy to address any correspondence as the member wishes, but not the basis of a calculation. Some responses to pension queries are automatically generated and there is no facility within the process to amend a salutation prior to dispatch.