

## Step Down – Member FAQs

Please note this facility is only available to members of the 1995 section of the HSC Pension Scheme

**Q What is step down?**

A If you decide to downgrade to a less demanding role and your pay is reduced by at least 10%, you can apply for voluntary pension protection (step down).

**Q Will I benefit at retirement for protecting my pension?**

A Yes, because the pension you have already earned before the step-down will be based on the higher pensionable pay. You will then start a second pension based on your stepped down pay. The first pension will also be kept up to date with cost of living increases. When you retire both pensions will be added together.

**Q Do I have to be over a certain age to apply for this?**

A Yes, you must be age 50 or over.

**Q Is there a limit on the amount of times I can voluntary protect my pension?**

A Yes, you can only do this once.

**Q If I work part-time in the last three years, will my pension be based on the part-time pay?**

A No, the best of the last three years pensionable pay is always based on your notional whole time equivalent pay.

**Q Will my higher salary still be frozen if I am stepping down to a job at another trust?**

A Yes, your higher salary can still be frozen if you are moving from one trust to another, as long as both trusts agree.