

Interests of Efficiency Retirement FAQs

Q, What alternatives are there for members retiring early from 1 April 2008 onwards?

A. Employers may agree to Early Retirement in the interest of the Efficiency of the Service (IOE). This provides for early payment of unenhanced pension benefits, but without the possibility of a redundancy payment, with the employer paying the capitalised cost of the early payment.

Alternatively, the member may choose to take voluntary early retirement with actuarially reduced benefits. The value of their benefits would be reduced to take account of being in payment for longer so there would be no cost to the employer.

Q, We have an employee who has been rejected for Ill-Health Retirement. They have contributed to the Scheme before 1 April 2008. Can we retire them on the previously available AVER grounds?

A. Provided that the member has not paid any contributions since 31 March 2008, AVER is still an available option. Please remember that any payment in respect of outstanding annual leave is pensionable, as this may extend the last day of pensionable service beyond 31 March 2008.