

The key benefits for each Scheme are set out below: HOPE THIS IS OF SOME HELP WHEN DECIDING WHICH SCHEME TO BE IN .

	NHS Pension Scheme(Amended April 2008)	<i>New</i> NHS Pension Scheme (Effective from 1 April 2008)
Who can join these schemes?	<ul style="list-style-type: none"> • This Scheme is an updated version of the previous NHS Pension Scheme. Members of that Scheme automatically became members of this Scheme on 1 April 2008. • Qualifying deferred members (See Note 1) returning to the NHS will also become members of this Scheme. • This Scheme is closed to all other groups. 	<ul style="list-style-type: none"> • All eligible staff from 1 April 2008.
Who do these rules and benefits apply to from 1 April 2008?	<ul style="list-style-type: none"> • Members of the NHS Pension Scheme active on and before 1 April 2008 who do not opt to move to the <i>New</i> NHS Pension Scheme in the Choice Exercise that is scheduled to start Summer 2009. • Deferred members at 1 October 2008 who return to the NHS within five years of leaving and do not opt to move to the <i>New</i> NHS Pension Scheme. 	<ul style="list-style-type: none"> • Staff who joined the <i>New</i> NHS Pension Scheme. • Members of the NHS Pension Scheme active on and before 1 April 2008 who opt to move to this scheme through the Choice Exercise that is scheduled to start Summer 2009. • Eligible deferred members returning to the NHS who opt to move into this Scheme. • Deferred members who return to the NHS after 1 October 2008 more than five years after leaving.

Normal Retirement Age (NRA)	60	65
Minimum pension age (when staff can take pension other than ill health)	50 (See Note 2)	55
Special retirement rights	No change to Special Class Status	No Special Class Status
Membership limits	<ul style="list-style-type: none"> • From age 16 to 75 • Overall membership limit, for future service, of 45 years 	<ul style="list-style-type: none"> • From age 16 to 75 • Overall membership limit of 45 years
Earnings	<ul style="list-style-type: none"> • No earnings limit for future service 	<ul style="list-style-type: none"> • No earnings limit
Accrual rate (the way you earn your pension)	<ul style="list-style-type: none"> • 1/80th final salary scheme • CARE for practitioners accrual rate of 1.4% 	<ul style="list-style-type: none"> • 1/60th final salary scheme • CARE for practitioners, accrual rate of 1.87%
Retirement lump sum	<ul style="list-style-type: none"> • Automatic fixed tax free lump sum of 3/80ths x service x pensionable pay (or 4.2% for practitioners) plus the ability to give up part of pension (see note 3) for an increased tax free lump sum up to 25% of pension value (see note 4) 	<ul style="list-style-type: none"> • Total flexibility to give up part of pension for a tax free lump sum of up to 25% of pension value or keep all as pension (see note 5)
Final salary pension based on	<ul style="list-style-type: none"> • Best of the last 3 years pensionable pay. 	<ul style="list-style-type: none"> • Annual average of best 3 consecutive years pensionable pay, in last 10 years, with all years before the last year re-valued by Retail Price Index.
Practitioner pension based on	<ul style="list-style-type: none"> • All pensionable earnings revalued by dynamising factors determined by changes 	<ul style="list-style-type: none"> • All pensionable earnings revalued by dynamising factors determined

	in the retail price index plus 1.5%	by changes in the retail price index plus 1.5%
Flexible retirement	<ul style="list-style-type: none"> • Pensionable re-employment if you retire on ill-health grounds, draw a pension and return to the NHS under age 50. • Pension payable on retirement only (see note 6) • Step down – voluntary pension protection where pay is reduced on taking a less demanding job. 	<ul style="list-style-type: none"> • If you retire on or after 1 April 2008 and before the choice exercise pensionable re-employment is available in the New Scheme after a break of 2 years. • Pensionable re-employment on return to work after retirement and re-join the Scheme • Draw down – taking part of pension whilst continuing in a less demanding NHS employment
Late retirement factors (LRFs) The practice of applying an immediate increase to a pension because it is coming into payment later than a schemes normal retirement age.	<ul style="list-style-type: none"> • No immediate increase where pension taken later than NPA60 (or 55 for special classes) 	<ul style="list-style-type: none"> • Immediate increase to pension if taken later than NPA 65
Abatement practice of reducing a pension if the combined amount of pension and salary in NHS reemployment exceeds the pre retirement level of pensionable pay.	<ul style="list-style-type: none"> • Takes only part of the pension into Account (see note 7) • No abatement after age 60 or after 50 where pension is actuarially reduced on Voluntary Early Retirement 	<ul style="list-style-type: none"> • Takes only part of the pension into Account (see note 7) • No abatement after age 65 or after 55 where pension is actuarially reduced on Voluntary Early Retirement
Voluntary early retirement with actuarial reduction	<ul style="list-style-type: none"> • From age 50 (see note 2) 	<ul style="list-style-type: none"> • From age 55
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<p>Opportunities to save for increased pensions</p>	<ul style="list-style-type: none"> • • • Members (or employers on their behalf) can buy additional annual pension of up to £5,000 a year • Existing added years contracts honoured but no new contracts. • Two Money Purchase Added Voluntary Contributions (MPAVCs) and stakeholder pension partners (Standard Life and The Prudential) • Half Cost Added Years for eligible members who took a refund of pension contributions before 6 April 1978 	<ul style="list-style-type: none"> • • • Members (or employers on their behalf) can buy additional annual pension of up to £5,000 a year. • Two Money Purchase Added Voluntary Contributions (MPAVCs) and stakeholder pension partners (Standard Life and The Prudential)
<p>Contribution limits</p>	<ul style="list-style-type: none"> • Employee contribution limited to 100% of pensionable pay (see note 8) 	<ul style="list-style-type: none"> • Employee contribution limited to 100% of pensionable pay (see note 8)
<p>Survivor benefits</p>	<ul style="list-style-type: none"> • All qualifying partners (see note 9) eligible for pension backdated to 1988 (see note 10) • All qualifying partners keep survivor pension even when re-marry or co-habit 	<ul style="list-style-type: none"> • All qualifying partners (see note 9) eligible for Pension • All qualifying partners keep survivor pension even when re-marry or co-habit
<p>Death in service</p>	<ul style="list-style-type: none"> • Death in service lump sum twice annual pensionable pay 	<ul style="list-style-type: none"> • Death in service lump sum twice annual pensionable pay

Child allowances	<ul style="list-style-type: none"> • • Payable to dependent children up to age 23 in all cases (see note 11) 	<ul style="list-style-type: none"> • • Payable to dependent children up to age 23 in all cases (see note 11)
Survivor pensions on death in service	<ul style="list-style-type: none"> • Initial Partner Pension to be paid for 6 months in all cases 	<ul style="list-style-type: none"> • Initial Partner Pension to be paid for 6 months in all cases