

Isle of Man Government Unified Scheme 2011

Changing your job or getting another part-time job?

This Fact Sheet provides important information for you to read if you are currently an active member thinking of moving to another job, getting another part-time job, or moving to part-time employment within the Isle of Man Public Service. All these actions may have an impact on your Unified Scheme pension benefits and you should not consider any change to your job before first reading this Fact Sheet.

Active members

As you know, reducing the hours you work or your salary can impact on your future pension entitlement. Changing your job or if you are part time or getting another job can also impact on your pension.

As an active member of the Unified Scheme you can change jobs (without a break in employment of more than 28 days) and move within a majority of Employing Authorities who make up the Isle of Man Public Sector without having to terminate or transfer your pension benefits.

Important Note – the above only applies to those who are moving to posts and with employing authorities which participate in the Unified Scheme. Currently the following types of employment are not covered by the Unified Scheme and if you move into one of these posts then membership of the Unified Scheme will terminate:

- Police
- Teachers
- Judicial
- Local Government
- Post Office

If you are changing jobs to move into one of the posts above, then please contact the pensions administrator's at the Public Sector Pension Authority (PSPA) for more information on your options for the treatment of your Unified Scheme benefits.

With the exception of Firefighters, if you leave your current post and have a break of 28 days or more then your membership of the Protected Section will cease and you will only be re-admitted into the Standard Section 1 of the Unified Scheme or Section 8 if a Tynwald Member.

Active members with more than one job, at the same time

If you have more than one job at the same time or 'concurrent posts', then each job will have a separate Unified Scheme membership.

You will receive a separate Benefit Statement for each job.

If you have more than one job and each of your jobs is a part-time job, then your scheme membership will be dependent on when you started in each of your jobs.

For those jobs you started before 1 April 2012, you will have already been given the choice to choose membership of the Standard or Protected Sections for the jobs and the contribution you pay will be dependent on the section you have chosen to be in.

If you decide to start another new part-time job, in addition to your first job, then for this job you will be able to join Standard Section only and pay a contribution rate of 7.5%.

Active members in the Unified Scheme Standard Section

If you are a current member of the Standard Section and you change jobs or start working in an additional job, your employer will know to keep you as a member of the Standard Section and continue to deduct the current Standard Section contribution rate, which from 1 April 2018 will increase at no more than 1% a year to 7.5%. Your employer will advise the PSPA of your change in job. You do not need to take any action.

Active members in a Unified Scheme Protected Section 2, 3, 4, 5, 6 and 7

If you are a current member of a Protected Section and you leave one job and start a new job but with a gap of less than 28 days, your employer will know to keep you as a member of your Protected Section. If you start an additional new job concurrent to your current job, then it will be pensionable only in Standard Section 1. Your employer will advise the PSPA of your change in job. You do not need to take any action.

What happens to my pension scheme membership if I change jobs?

If you are a member of one of the Protected Sections (2, 3 or 4) and you change your job to a post that is still pensionable under the Unified Scheme (with a break in service of 28 days or less) then you will continue to remain a member of your protected section (this will mean you maintain your original protected section growth rates, transition contribution rate and eventual full Protected Contribution rate).

You will remain a member of the protected section (applicable to you at the time you first joined it) until you leave the Unified Scheme, either by way of a break in service of 28 days or more, retirement or resignation.

With the exception of those posts listed above, most public sector posts within the Isle of Man Government will be covered by the Unified Scheme.

The pensionable status of any new job should be confirmed in the recruitment documents, but if in doubt contact the employer to check.

The following example 1 demonstrates how this policy works:

Example 1: If we use the example of a nurse, who has been in a post since 2008 and who chose to be in the Protected Section 2 when he joined the Unified Scheme on 1 April 2012. If this nurse decides to leave his job to get a new job (within 28 days of leaving his old job) then for pension purposes his service is deemed as continuous and therefore he will keep his Protected Section 2 membership.

Example 2: Alternatively, if he had a break of 28 days or more between his jobs then he would lose his Protected Section 2 membership status and only be permitted to join the Standard Section for his new job under a new membership.

What happens to my pension scheme membership if I get an additional job, to run concurrently with my existing job?

Additional posts, starting after 1 April 2012, running concurrently with your other posts will be pensionable only in the Standard Section.

If you are already a member of a Protected Section (2, 3 or 4) and subsequently choose to start another job to run concurrently with your first job, then you will only be permitted to have membership of the Standard Section for your second post. You will retain Protected Section membership for your other job.

The following example 3 demonstrates how this policy works:

Example 3: If we use an example of a nurse, who has been in post since 2008 and who chose to be the Protected Section, when he joined the Unified Scheme on 1 April 2012. If the nurse decided to get another new job, to run concurrently to his existing job then he will only be permitted to join the Standard Section for future pensionable service. This means that he will have two Unified Scheme memberships for each of his two jobs: the first in Protected and the second in Standard.

Bank, Supply or Relief Employments

If you are employed in pensionable Bank Posts, Supply or Relief Posts it is important to note, that you are not exempt from this policy. If your bank post is pensionable, then you will be treated in the exact same way as an employee in a substantive post.

If you have Protected Section membership linked to such a post, you must formally resign from the Bank, Supply or Relief 'list' when commencing a substantive post, if you wish to maintain your membership of Protected Status. Your employer will tell you what you need to do to formally resign from this type of employment.

What happens if I change from a full-time job to a part-time job?

Your retention of any Protected Section membership will be as stated above and going part-time will reduce the amount of benefits you accrue going forward.

Changing from full-time to part-time, will reduce the overall amount of service you will accrue in the Unified Scheme and therefore reduce your final pensionable benefits. Pension benefits are based on a members whole time equivalent pensionable pay and the pensionable service (the years and days of scheme membership) they have accrued whilst in the scheme.

If you reduce your hours by working part-time, then only your pensionable service will be pro-rated down to reflect the fact that you do not work full time. Your pensionable pay will remain at the whole time equivalent rate for your post.

For example, if you worked 18.5 hours out of a standard 37 hour week over 10 years, then your pensionable service would be pro-rated or reduced down by the proportion of the hours you worked, over the whole time equivalent. So your pensionable service would reduce from 10 years to 5 years i.e. $18.5/37 \times 10 = 5$ years.

For more information on working part-time see the Unified Scheme Member Guide.

Exceptions

Exceptions to this apply to the posts of Firefighters, General and Dental Practitioners

Practitioners Section 5 and 6

Only Practitioners can have membership of Sections 5 and 6. If you stop being a Practitioner and or commence as an Officer member for the first time since 1 April 2012, then you would only be eligible to join the Standard Section.

Firefighters – Section 7 members

Only Firefighters can join and have membership of Section 7.

If you stop being a Fire Fighter and move to another job covered by the Unified Scheme you will join the Standard Section.

What if I don't want to be in the Unified Scheme?

If, after reading the information about the Unified Scheme, you decide that you do not wish to be a member of the Unified Scheme, you and your employer's pay office should complete the GUS 1 – Opt Out Form.

However, before electing not to participate, it is very important that you know about what benefits are available to you and your dependants as a member and what you may be giving up if you do decide to Opt Out. Please make sure you read our Opting Out Fact Sheet (GUS FS1) before completing the GUS 1 Opt Out Form. Both the form and the fact sheet are available from our website or you can contact us using the details below to request the form and fact sheet.

Disclaimer

This fact sheet is a guide only and does not represent any entitlement to the provisions described. This fact sheet provides a simple overview of the provisions of eligibility for membership of the Unified Scheme and does not cover every aspect.

The full details are contained only in the Rules of the Isle of Man Government Unified Scheme 2011, which are the legal basis of the scheme. Nothing in this factsheet will override the Rules, and in the event of any unintentional difference, the rules will apply.

Where can I go for help?

Contact the Unified Scheme administrators at the PSPA:

Email: pensions@pspa.im

Write to:

PSPA
3rd Floor
Prospect House
Prospect Hill
Douglas
ISLE OF MAN
IM1 1ET

You can telephone us on 01624 685598, however we always recommend putting your enquiry in writing if you can, so that there is a written record of your enquiry and our response.