

Ans: Yes. Teachers will also get this benefit.

Ques 11: Will lump sum be paid on retirement under the new arrangement?

Ans: Yes, the option remains to take a lump sum on retirement

Ques 12: Will the retirement age change?

Ans: Yes, the normal retirement age will be gradually increased to 65.

However :

- **The constable and special constable may retire after reaching the age of 60 or after the completion of 35 years of service**

Ques 13: Is there still an option for early retirement?

Ans: Yes, persons will still be able to retire early. For each year of early retirement your pension will be reduced by 1%.

Ques 14: Will I get pension increases?

Ans: Periodic reviews will be conducted to determine if pension increases can be granted

Ques 15: Will I be able to receive my pension in a timely manner

Ans: Yes, the new electronic business process will facilitate more efficient payment of pension

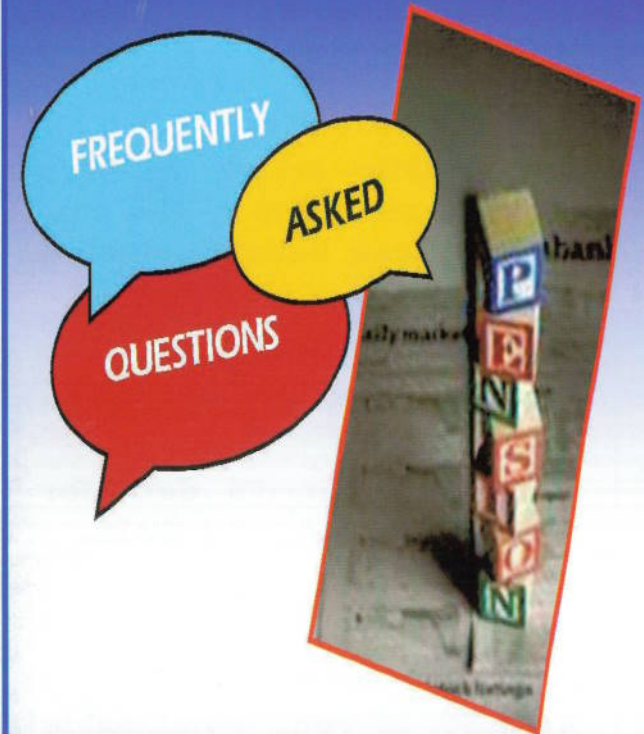


Contact:

pspr@mof.gov.jm

<http://www.mof.gov.jm/pspr>

932-5456, 932-5471-72



WHITE PAPER: PUBLIC SECTOR PENSION REFORM



Frequently Asked Questions on the Public Sector Pension Reform

Ques 1: Who will be affected by the reform process?

Ans: Public sector workers who are members of the current defined benefit pension arrangement.

Ques 2: When will the reform process begin?

Ans: The effective date for reform will be April 1 2016.

Ques 3: How much will I be expected to contribute?

Ans: 5% of your pensionable salary

Ques 4: Where will my contributions be placed?

Ans: In a special fund segregated from the general funds of the Government of Jamaica

Ques 5: Will my pension benefits be related to my contributions?

Ans: There is no link between your contribution and your pensions benefits as these benefits will be determined by a formula.

Ques 6: Will I have the option to contribute to another pension scheme?

Ans: No. All workers in Jamaica can only be a part of one pension arrangement.

Ques 7: If I leave the service before retirement, will I be able to take my contributions and invest it in another pension scheme/plan?

Ans: No. Currently there are no provisions for portability. However, if you move within the public sector your service will be linked and you will receive a pension once you qualify.

Ques 8: If I leave the Service before I retire, will I be able to get a refund of my

contributions?

Ans: If you are not a vested member, ie. have been in the service for less than 10 years, yes you will be able to get a refund of your contributions. However, if you are in the service for 10 years or more, you will be eligible to receive a deferred pension when you reach pensionable age

Ques 9: Will Civil Servants be asked to continue contributing under the Pensions (Civil Service Family Benefits) Act, (Widows & Orphans)?

Ans: No. There will be one contribution of 5%.

Ques 10: On death, will my dependents be eligible for a similar benefit to that which is now provided under the Pensions (Civil Service Family Benefits Scheme (Widows & Orphans)?