



Employee Guidance – Retirement

1. Introduction

You can retire and take your benefits without any reduction when you reach Normal Pension Age which is linked to your state pension age.

You can check your State Pension Age on the Strathclyde Pension Fund Office (SPFO) website.

You can opt to retire from the age of 55 without employers consent. Your benefits may be reduced based on the number of years you are from your normal retirement age.

Employers Consent

If you are aged 50 to 54 you require your employers consent to retire.

Under the Councils Discretion Policy consent may be given where the employee meets the strain on the fund cost by the way of a reduction to their pension.

These requests are considered on a case by case basis. You should discuss this with your Manager.

Rule of 85 Protection

The rule of 85 protection will be changing in 2020.

Currently if you retire on or after the age 60 and were a member of the scheme between 1 April 1998 and 30 November 2006 your benefits will not be reduced under the Rule of 85 protection.

For members that will be age 60 after 31 March 2020 with 25 year service you will have any benefits accrued from 1 April 2008 reduced.

Request for Retirement Figures

If you are thinking of retiring and would like an estimate you can log onto the SPFO website and request provisional figures. Please see 'further help' below for contact details.

2. What do I need to do

You should notify your Manager of your intention to retire at least 3 months before your retirement date. You will be sent paperwork to complete from the Employee Service Centre. Please ensure you complete and return this promptly to ensure pension benefits are paid correctly.



3. What does my manager need to do?

Your Manager should notify the Employee Service Centre at least 3 months before your retirement date to ensure the appropriate paper work is complete and ensure pension benefits are paid promptly.

4. How do I get further help with this?

For further information please contact SPFO.

Website <http://www.spfo.org.uk>

Email spfo@glasgow.gov.uk Telephone

0345 890 8999

You can contact our People Operations Team: -

ESCPeopleOperations@northlan.gov.uk