



NEU Pension Scheme Ill Health Retirement Process

This document is designed to assist members of the NEU Pension Scheme in the process of Ill-Health Retirement. Should you have any questions about this process, please contact First Actuarial who are the pension administrators. You can call 0161 348 7498 or email manchester.admin@firstactuarial.co.uk.

What is Ill-Health Retirement?

Ill-Health Retirement is the defined term in the NEU Pension Scheme Rules which covers early payment of your pension, if you satisfy the criteria for Ill-Health. You can also refer to the member booklet or Scheme Rules for additional information.

Please note, if you have a prognosis of less than 12 months to live then the Ill-Health Retirement information below does not apply. Please contact First Actuarial to discuss the options available to you.

Do I qualify for Ill-Health Retirement?

The final decision rests with the Trustees of the Scheme upon receipt of medical evidence from medical professionals to support your case. The Trustees will determine whether you meet either one of the Ill-Health definitions, Partial Incapacity and Total Incapacity. The main difference between these is whether you are able to continue in employment or not as a result of your Ill-Health. These are defined as:

- **Partial Incapacity**
 - a) permanent physical or mental impairment (other than a decline in energy or ability) that prevents and will continue to prevent a member from following their normal occupation with the NEU; **and**
 - b) the Trustees have received medical advice from a medical practitioner that the Member is permanently incapable of doing any comparable position to their own which is reasonably available to them in the NEU's employment.
- **Total Incapacity**
 - a) permanent physical or mental impairment (other than a decline in energy or ability) that prevents and will continue to prevent a member from following their normal occupation with the NEU; **and**
 - b) the Trustees have received medical advice from a registered medical practitioner that the CARE Active Member is permanently incapable of working for the NEU in any capacity whatsoever.

What if I don't qualify for Ill-Health Retirement?

If the Trustees determine that you do not qualify for Ill-Health Retirement, you can still begin early payment of your pension so long as you have reached the Normal Minimum Pension Age which is currently age 55, rising to age 57 from 6 April 2028. You may also be able to continue paying contributions and continuing to earn additional pension.

What is payable if I qualify for Ill-Health Retirement?

Different benefits are payable depending on which Ill-Health criteria you satisfy.

- **Partial Incapacity**
 - a) No reduction would apply to your pension to account for early payment
 - b) No enhancement to your pension would apply
- **Total Incapacity**
 - c) No reduction would apply to your pension to account for early payment
 - d) You would receive an enhancement to your pension. This is 50% of the assumed amount of pension you would have earned between your retirement date and your Normal Retirement Age (currently age 65)

How do I apply for Ill-Health retirement?

This process will be managed by First Actuarial. You should make an enquiry with your local HR team or contact First Actuarial notifying them you believe you may satisfy the criteria for Ill-Health Retirement and that you would like to apply for this.

The 'Member Consent Form' should be completed by yourself and provided to First Actuarial. This will allow them to discuss your application with your medical professionals and to hold this sensitive information to process your request.

Any medical evidence that you may already hold should also be provided to First Actuarial to help prevent any delays with your application.

Once First Actuarial have medical evidence to provide to the Trustees, they will present your request for consideration. The Trustees will review this information and may request additional information to come to a determination. They will inform you of the Trustees' decision and provide you with the necessary forms to begin payment of your pension should your application be successful.

If your application is unsuccessful, you will still be able to begin early payment of your pension should you meet the relevant conditions.

These forms should be completed and returned to First Actuarial. They will then process payment of your pension, and if you choose to take one, your tax-free lump sum.

How long does the process take from start to finish?

Each member's process is unique and can vary. First Actuarial typically take up to 10 working days to progress each stage of a case, depending on the amount of work involved. There can often be delays in receiving a response from a medical practitioner and it is advised that you gather any medical evidence as soon as possible. The typical process will usually take anywhere from 2 to 6 months to reach a determination. First Actuarial will prioritise any Ill-Health cases to help prevent unnecessary delays.

Any further questions?

If you have any questions about this process, or anything is unclear, please do not hesitate to contact First Actuarial.

Call 0161 348 7498

Email manchester.admin@firstactuarial.co.uk

Address First Actuarial, Trafford House, Chester Road, Manchester, M32 0RS

Website www.neupensions.co.uk

Please note that this document does not intend to include all the information related to Ill-Health Retirement and any questions you may have should be directed to First Actuarial. This document is not a guarantee of any benefit entitlement and should be used as a guide only.

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