

EXPLANATORY NOTES – EDUCATION SECTOR SUPERANNUATION SCHEME

The Education Sector Superannuation Scheme (the Scheme) is regulated by the Department of Education and Skills and administered by the Pensions Section of the University. The scheme consists of a Main Scheme and a Spouses' and Children's Scheme. The Scheme is a 'pay as you go' non-funded public sector superannuation scheme. It is a defined benefit scheme and benefits will be based on reckonable service and pensionable salary at the date of retirement or death.

The retirement ages for staff who are members of this scheme are as follows:-

Existing Entrant (joined pre 01.04.2004 - Can retire voluntarily anytime from Age 60.
Compulsory Retirement Age is the 31st August after 70th Birthday for Existing Entrants

New Entrant (joined on or after 01.04.2004) – Can retire voluntarily anytime from Age 65
There is no Compulsory Retirement Age for New Entrants

Cost Neutral Early Retirement allows qualifying staff who wish to retire up to 10 years before preserved pension age to apply to receive immediate payment of lump sum and pension, as an alternative to preserved benefits. The lump sum and pension are **actuarially reduced**.

The benefits payable at your normal retirement age are an estimate of the benefits that might accrue should you remain in service to that date. It does not take account of the end date of a fixed term or specified purpose contract. Service at the date of retirement will be affected by any changes to your work pattern or any unpaid leave taken. The maximum amount of reckonable service for pension purposes is 40 years.

- Pensions are payable for the life of the scheme member. Pensions are treated as earnings for tax purposes i.e. they are subject to PAYE in the same way as salary and other taxable earnings.
- Spouse's pensions are payable on the death of the member and are payable until the death or remarriage of the spouse.
- Children's pensions are payable on the death of the member and are payable to age 16, or age 22 if pursuing full time education. In the case of a child who is permanently incapacitated, either mentally or physically, the pension continues for life.
- It may be possible to transfer service to TU Dublin, from another public sector body operating on the Public Sector Transfer Network.
- It may be possible to use beneficial interest in a private sector occupational pension scheme to purchase additional service (i.e. notional service by lump sum).

Deductions may be made from lump sum gratuities payable upon retirement or death in respect of unpaid contributions for reckonable service or any non periodic contributions due to the Spouses' & Children's Pension Scheme or in the case of death in service for any contributions due to Spouses' & Children's Pension Scheme up to the age of 65. Tax relief may be available on these non-periodic pension contributions by means of a tax refund.

NOTIONAL SERVICE/AVC

If you have a shortfall in full service to 40 years of service you may wish to enhance or increase your pension benefits and service and you should consider the following options:

A notional service purchase to make up the shortfall in years. Details on the notional service purchase scheme are available on our website.

Making Additional Voluntary Contributions (AVCs) through a private pension provider. Details of the AVC scheme administered by Cornmarket are available on our website.

Annual aggregate pension contributions, including contributions paid for notional service, AVCs or to other authorised pension products, are liable for tax relief based on Revenue approved age related limits.

STATE BENEFITS

Scheme members paying full (Class A PRSI) are entitled to an annual pension which is integrated/co-ordinated with the Contributory State Pension. The current (as at January 2025) rate of state pension is €289.30 per week. These benefits are paid to Class A PRSI contributors in addition to TU Dublin scheme benefits.

Qualification for the Contributory State Pension is subject to tests administered by the Department of Social Protection. They are contactable at Social Welfare Services, College Road, Sligo; Ph (071) 915 7100. Locall 1890 500 000. Further information is available at www.welfare.ie

OCCUPATIONAL SUPPLEMENTARY PENSION

An Occupational Supplementary Pension may be available, on application, to scheme members paying full (Class A PRSI) and who are members of the ESSS Co-Ordinated Pension Scheme who retire before Age 66. This is to make up for any shortfall in pension for the period between the date of retirement and the age of eligibility for State Pension which is currently Age 66

PENSION ADJUSTMENT ORDER

A pension adjustment order allows for superannuation entitlements to be taken into account, following divorce or judicial separation. It may designate a portion of the pension benefit in favour of either dependant spouse and/or a person concerned with the welfare of the children. When an order is granted, the members pension benefits are adjusted accordingly. Further information on the Family Law Acts is available from the Pensions Authority.

FURTHER INFORMATION

Further information on pensions and the rules of the pension scheme, including explanatory booklets are available on our website at [Pensions | TU Dublin](#)

DISCLAIMER

This benefit statement is provided to you based on current information at the date of statement. Every effort has been made to ensure the accuracy of this statement. However, as this is not a contractual document, it bears no right to benefit. All benefits from the Superannuation Scheme are governed by the scheme rules as set out as appropriate in the Superannuation Acts, Circulars and/or other instruments which comprise the Scheme and are also subject to any other relevant legislation. It should also be noted that this statement is not suitable for use in Family Law cases.