

Retirement on ill health grounds

Ill-health retirement may be an option for those who are permanently incapable of work due to ill health.

A member who has completed the relevant ill-health vesting period and who retires or is retired on medical grounds, may, at the absolute discretion of the University, have a period of ill-health added years added to his or her pensionable service and have a pension and lump sum payable from a date determined by the relevant body.

Eligibility

The member must have completed a minimum of 5 years of reckonable service or 2 years for members of the Single Public Service Pension Scheme.

What benefits are payable if I retire on ill-health grounds?

The maximum addition is 10 years but very few, if any, employees will qualify for this. Full details of the calculation of benefits for pre-existing schemes (excludes Single Scheme) is available in Appendix 1. Details relating to the Single Scheme is available in Appendix 2.

Procedure

1. In the event that a scheme member feels that they may qualify for ill-health early retirement, the member should contact susan.healy@dcu.ie or pensions@dcu.ie or the relevant HR Business Partner. The member should also inform their Head of Department that they intend making an application.
2. Staff who make an application will normally be in a long term sick leave situation and availing of, or have exhausted their benefits under the terms of University Sick Pay Scheme including the Temporary Rehabilitation Remuneration (TRR) period.
3. Where a scheme member is availing of, or has exhausted all their benefits and has not made an application, the University reserves the right to contact the employee to explore ill-health early retirement with them.
4. To assess a member's candidature for ill-health retirement, the member will be referred to the University Medical Advisors, Medmark. As part of this process, Medmark will require additional information and documentation from the member's treating GP /Consultant and reserves the right to contact same directly.
5. If the Medical evidence supports ill-health retirement, the HR Pensions Team will provide the member with a retirement pack which will include retirement benefit statements (inclusive of any benefits that may arise under the ill-health retirement scheme), and a number of other forms for tax and revenue purposes and other conditions relating to the payment.

6. It is a condition of ill-health retirement that if the health of a member of staff improves, or should become capable of undertaking remunerative employment, the benefits may be withdrawn, suspended or reduced depending on the circumstances.