



## Dublin City University Superannuation (Amendment) Scheme, 1996

I, Niamh Bhreathnach, Minister for Education, in accordance with Section II of the National Institute for Higher Education, Dublin, Act, 1980 (No. 30 of 1980), as amended by the Dublin City University Act, 1989 (No. 15 of 1989) and with the concurrence of the Minister for Finance, hereby approve of the amendments submitted to me by the Dublin City University, to the National Institute for Higher Education, Dublin, Superannuation Scheme, 1985.

### 1. Short Title

This amending scheme may be cited as the Dublin City University Superannuation (Amendment) Scheme, 1996.

### 2. Commencement

This amending scheme will commence with effect from the 1st day of January, 1996 which shall be known as the commencement date.

### 3. Definitions

3.1 In this scheme "the Principal Scheme" means the National Institute for Higher Education, Dublin, Superannuation Scheme, 1985,

3.2 This scheme and the National Institute for Higher Education, Dublin, Superannuation Scheme, 1985 may be cited together as the Dublin City University Superannuation Schemes, 1980 to 1996 and shall be construed as one.

### 4. Amendment of the Principal Scheme

Paragraph 8 of the Principal Scheme is hereby amended by the insertion of a new sub-paragraph as follows:

"8.7 Such additional period of notional service (to be referred to as "professional added years") as may be granted by the Governing Body in accordance with conditions determined by the Governing Body with the approval of the Minister and the consent of the Minister for Finance as set out in the Appendix".

**Scheme for the grant of "Professional Added Years" for  
Superannuation purposes to Faculty / Staff of  
Dublin City University**

1. The scheme will apply to any pensionable employee where:
  - (a) minimum professional, technical or specialist qualifications and / or a minimum number of years essential experience were required for appointment.

or

  - (b) the minimum entry age specified in the competition was over 25 and by reason of such entry requirement it was not possible for the employee to have full service by the maximum retiring age.
  
2. Applications for added years will be dealt with by reference to the particular competition from which an employee is recruited and not by reference to the individual circumstances of an employee.
  
3. While it will be a matter for the University to decide whether a particular post comes within the scope of the scheme, it will be clear from the foregoing that the scheme will not apply in any case where an employee was actually appointed before age 25. Even where an employee was actually appointed after age 25, the scheme will apply only where the University is satisfied that the individual could not, by reason of the requirements for appointment to the post, have been appointed before age 25. It will also be clear that the same award (including a "NIL" award) will apply to all individuals appointed from the same competition whereas different awards may apply to members of the same grade appointed from different competitions.
  
4. Employees must have a minimum of 10 years actual pensionable service with the University to qualify for an award under this scheme.

**Calculation of Awards**

5. The gross added years entitlement, before appropriate adjustment, will be calculated as follows:
  - a) where a minimum entry age in excess of 25 is specified for the competition, the difference between such entry age and 25,

- b) in all other cases the aggregate of 18, the minimum number of years in which the prescribed qualification(s) can be obtained and the minimum number of years essential experience required reduced by 25.
6. Where the number of years experience required was not specified in the competition the lowest number of years relevant experience of those actually offered appointment from the competition may be deemed to be the minimum number of years experience required subject to a limit of 10 years being allowed under this heading.

#### **Limits of Entitlement and Abatement**

7. The gross award calculated under paragraph 5 above shall in no circumstances exceed 10 years.
8. In order to avoid any benefit on the double, the gross added years entitlement (after applying the limit at paragraph 7 if necessary) will be appropriately reduced:
  - a) where service is transferred or could have been transferred into the University,
  - b) where an employee has been in pensionable employment and received or retains an entitlement to a pension, preserved pension or other superannuation benefit,
  - c) where there are pension entitlements under the Social Welfare Acts or corresponding state benefits from any other country.
9. The aggregate of added years granted and service otherwise reckonable shall not exceed 40 years.

#### **Retirement Before Age 65**

10. Subject to paragraph 11, where an employee retires before age 65 the limit of 40 years in paragraph 9 above will be reduced by an amount corresponding to the employee's potential service to age 65 at the date of retirement (e.g. a limit of 35 years will apply in the case of retirements at age 60) and where an employee resigns before age 60 no award will be made.
11. The provisions of paragraph 10 will not apply in the case of retirement before age 65 on grounds of ill-health. However, the aggregate of "professional" added years and any notional ill-health service may not exceed 10.

#### **Other Conditions**

12. Where an employee has held more than one added years post in the organisation only one grant of added years may be made.
13. Added years will not be transferable under the Public Sector Transfer Scheme. However, where paragraph 8 (a) applies and an employee had previous service with another organisation in a post which would have attracted added years under this scheme, the University may, if it wishes and if this is more favourable to the individual, make an award equal to the award which would be made if the employee was still serving in the previous organisation.

14. Spouses' and Children's Scheme contributions will be payable in respect of any added years awarded on the same basis as "pre-scheme" service.