

## TEACHERS' SUPERANNUATION (SCOTLAND) REGULATIONS 2005 (as amended)

### GUIDANCE NOTES FOR WINDING DOWN (w.e.f. 1 April 2007)

Winding Down is a phased retirement option which offers those members approaching their retirement age, the opportunity to continue in employment on a part-time basis whilst protecting their overall final retirement pension entitlement.

The Regulations for eligibility to Wind Down were amended w.e.f. 1 April 2007 and allow members who have a Normal Pension Age of 65 to be included.

Therefore, to participate in Winding Down employment a teacher must-

- (a) have attained the age of
  - 56 if NPA is 60 or
  - 61 if NPA is 65
- (b) have been in full-time employment for a period of 10 years immediately prior to commencing winding down employment
- (c) have accrued a minimum of 25 years teaching service prior to commencing Winding Down (i.e. you must have had a contract to teach for at least 25 years). The period may include for qualifying purposes, a maximum of 5 years during any break or breaks in teaching service which will count towards the requirement of having 25 years teaching service
- (d) have the consent of their employer
- (e) go part-time and their employment must be equal to or more than 0.5 full-time equivalent
- (f) remain in Winding Down employment **up to a maximum of 4 years prior to NPA**. Where a teacher ceases to be in Winding Down employment (leaving during or at the end of the 4 years permissible) and returns to teaching service, the service credit during the period of winding down employment shall be removed.

The benefits of being in Winding Down employment include are:-

- Each year of service under the part-time contract will count as one full year for pension benefit calculation purposes and
- The final pensionable salary, for benefit calculation purposes, will be the salary that you received in the 365 days prior to entering Winding Down employment, revalued using the Retail Price Index, to the actual point of retirement and
- The contributions both you and your employer pay are based on the actual salary you receive for the part-time post.

The following **do not count** as teaching service

- Previously purchased Past Added Years or Current Added Years (unless employed in a school or in an educational role supervising teachers outside the UK)
- Transfers In, unless from another Teachers' Superannuation Scheme (i.e. England and Wales, Northern Ireland, Guernsey, Jersey, Isle of Man or elsewhere outside the UK).
- The purchase of Additional Pension.

It must be noted that the Agency only holds records relating to service which is pensionable in the Scottish Teachers' Superannuation Scheme (STSS). If you have had periods of teaching employment where you were not contributing to the STSS, you will be required to provide evidence to support this. We will require you to submit details from your past employer(s) confirming dates and duration of employment. Payslips or other forms of supporting evidence may be suitable.

The SPPA will determine eligibility to Wind Down in all cases and advise the employer and employee accordingly.