The discretion with respect to Professional Added Years and Ill Health Enhanced Years is vested in the Minister for Finance and the Minister for Education & Skills (‘the Departments’) under the *Financial Measures (Miscellaneous Provisions) Act 2009* (‘2009 Act’). Applications in respect of Added Years are based on instructions (see below) from the Departments with respect to the method of calculation of Added Years, the use of which has been made a condition precedent to the submission of the application.

**UCC – Closed Pension Scheme**

**Procedure for implementation of the added years scheme**

**Professional Added Years**

*Relevant Statutes*

Statute 141, Chapter 7, section 1 (amending Statute 79, Chapter 1, section 8)

Statute 141, Chapter 7, section 2 (option to have the provisions of Statute 79, Chapter 1, section 8 apply)

Note: Employees who qualify for added years under Statute 79, Chapter 1, section 8 and who were employed by UCC prior to 8 July, 1986 may opt to qualify for added years under Section 1 or 2 of statute 141, but not both. Employees who commenced employment with UCC from 8 July 1986 onwards are covered by section 1 of statute 141.

**Retirement age**

Can retire at 60 - minimum pension age (pre-2004)

**Statute 141, Chapter 7, section 1**

1. Ensure this post is an added years post i.e. president, officer, professor, lecturer or assistant or a post of a professional, technical or specialist nature

**and** in respect of whose appointment the qualifications and/or experience ordinarily required would not permit an appointment of a person less than twenty-five years of age.

1. If the employee was less than 25 years of age when they commenced employment with UCC no added years will be awarded.
2. The number of added years shall not exceed:

Q + E but only if Q+E+18 is greater than 25 (see 2 above), where

Q is the minimum number of years in which the required qualifications can be obtained; and

E is the minimum number of years essential experience required

Where a minimum qualification was specified for the competition, qualifications relevant to the post up to a maximum of the minimum qualification required will be accepted.

Where a minimum qualification was not specified for the competition, only qualifications relevant and necessary for the post will be accepted.

Qualifications must be completed within a reasonable time-frame. Credit will only be given for the shortest possible time it takes to complete the relevant qualification.

Where a minimum number of years essential experience **was** specified for the competition, only experience relevant to the post and up to the maximum of the number of years specified will be accepted.

Where the competition required essential experience but **did not** quantify it, only experience relevant to the post, up to a maximum of 10 years, will be accepted.

Where relevant experience is gained on a part-time basis, only the proportion worked in relation to a whole-time post will be included.

Under the principle of ‘no double counting’ the same period of time cannot be counted for both experience and qualifications.

OR

The minimum age specified for the competition (if applicable) from which the employee was recruited, reduced by twenty-five

1. Limits and Reductions.

The order in which the limits and reductions are applied are

1. Calculate gross award
2. Limit of 10 years gross
3. Reduce gross on a year for year basis if member retires between age 60 and 65 eg. if the formula yields a gross award of 6 years and the member retires at age 62, the award is reduced to 3

* Reduction for transferred or transferable service,
  + Reduction for retained benefits (superannuation entitlements) from previous employments (including in UCC) – actuarially converted service value but actual service for prior UCC employment
  + if employee is on modified PRSI, any Social Welfare Entitlements- actuarially converted service value

1. Limited to 10 years on the total of all possible added years (e.g. professional, ill-health etc.)
2. Limit of one third of service (including transferred service)
3. Limited to overall service not exceeding 40 years

**Statute 141, Chapter 7, section 2**

1. Ensure this employee qualifies under this statute i.e. was appointed to the post of professor or lecturer before 8 July 1986.
2. After the completion of three years of unbroken full-time service one added year for each further completed year of full-time service up to a maximum of 7 added years at age 60.
3. Limits and Reductions.

The order in which the limits and reductions are applied are

* 1. Calculate gross award
  2. Limit of 7 years gross
  + Reduction for transferred or transferable service,
  + Reduction for retained benefits (superannuation entitlements) from previous employments (including in UCC) – actuarially converted service value but actual service for prior UCC employment
  + if employee is on modified PRSI, any Social Welfare Entitlements- actuarially converted service value
  1. Limited to 10 years on the total of all possible added years (e.g. professional, ill-health etc.)
  2. Limit of one third of service (including transferred service)
  3. Limited to overall service not exceeding 40 years

*September 2011*