

Public Service Superannuation Plan

New Member Pension Information

Welcome!

Most people who are employed in the public service of the Province of Nova Scotia are members of the Public Service Superannuation Plan (PSSP). This includes permanent employees, probationary employees, employees who are designated by Order-in-Council and contract employees if the contract specifies pension plan membership. Effective April 13, 2008, seasonal employees who are members of the Nova Scotia Government and General Employees Union (NSGEU), and who work for a specific period of more than four months in a season, are eligible for membership in the Public Service Superannuation Plan.

Administration of the Plan

The pension plan is administered by the Pensions Division of the Nova Scotia Pension Agency. We are located on the 4th Floor of Purdy's Landing, 1949 Upper Water Street, in Halifax, Nova Scotia. The Pensions Division is divided into five areas: Client Services, Financial Reporting & Actuarial Services, Employer Services, Agency Services and web administration and systems management. It is most likely you will be in contact with the Client Services section which deals with plan members and pensioners. You can reach a Client Services Consultant between the hours of 8 a.m. and 4:30 p.m. Monday through Friday. After hours you may leave a voicemail message or email us at PensionsInfo@gov.ns.ca.

Pension Plan Guide Booklets

The Pensions Division provides a comprehensive Plan Member Guide booklet. The booklet provides pension information on the various stages of your public service career from early contributor to retirement eligibility. You may download it from our website by clicking on Publications and Member Guide Booklet, or you may contact our office for an electronic or hard copy.

Pension Eligibility

If you first commenced employment on or after April 6, 2010, you may be eligible to retire and start receiving a retirement pension if you meet one of these age and service

requirements:

- Rule of 85 - Age equal to at least 55, and age plus years of service equal to at least 85;
- Age 60 Rule - Age equal to at least 60; and years of service equal to at least 2 years;
- Attainment of 35 years of service;
- Age 55 Rule - Age equal to at least 55, and years of service equal to at least 2 years (this is a reduced pension).

If you first commenced employment prior to April 6, 2010, you may be eligible to retire and start receiving a retirement pension if you meet one of the age and service requirements listed below:

- Rule of 80 - Age equal to at least 50, and age plus years of service equal to at least 80;
- Age 60 Rule - Age equal to at least 60, and years of service equal to at least 2 years;
- Attainment of 35 years of service;
- Age 55 Rule - Age equal to at least 55, and years of service equal to at least 2 years (this is a reduced pension).

If you are under age 65 when you retire, the pension you receive will include your lifetime pension plus a bridge pension. This bridge payment will cease when you reach age 65. For more information regarding this, please see Canada Pension Plan Integration on the reverse.

Visit Our Website

This site has information on pension plan provisions, plan text, frequently asked questions as well as financial, investment, and annual reports of the pension plan. The address is: www.novascotiapension.ca.

Street address

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Mailing address

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Email

PensionsInfo@gov.ns.ca

Web site

www.novascotiapension.ca



Your Contributions to the Plan

Contribution rates are set by the Minister of Finance. There are two rates of contribution. Effective July 5, 2009 the lower rate, 8.4%, is payable on earnings up to and including the Year's Maximum Pensionable Earnings (YMPE), and the higher rate, 10.9%, is payable on earnings in excess of the YMPE. The YMPE is a figure established by the Canada Pension Plan on January 1 of each year. Pension contributions cease to be deducted at the earlier of 35 years of pensionable service or age 71. The following is an example of the calculation.

Example # 1 (salary greater than YMPE):

The YMPE for 2010 is \$47,200. If you earn \$50,000 in 2010, your contributions to the Public Service Superannuation Plan would be \$4,270.00, and calculated as follows:

$$\begin{array}{rcl}
 8.4\% \times \$47,200 & = & \$3,964.80 \\
 10.9\% \times (\$50,000 - \$47,200) & = & + \$305.20 \\
 & & \mathbf{\$4,270.00}
 \end{array}$$

Example # 2 (salary less than YMPE):

If you earn \$35,000 in 2010, your salary would be less than the YMPE of \$47,200. Therefore, your contributions would be calculated as follows: 8.4% X \$35,000 = **\$2,940.00**

Note: Prior to July 5, 2009 the rates of contribution were 7.4% and 9.6%, below and above the YMPE.

Pension Seminars & Information Sessions

Go to the Public Service Commission (PSC) website training section at <http://LearnNet.gov.ns.ca>. Enter your username and password (obtain from PSC). Click: Course/Registration, Public Service Commission, Personal Development Wellness, & Retirement Planning. Alternatively, you may contact your Human Resource representative.

Canada Pension Plan Integration — Information you Must Have!

Depending upon whether you decide to draw your Canada Pension Plan (CPP) benefit at age 60 or 65, you may experience a decrease in the overall monthly income you receive. There are many details around this topic but the following is a brief summary of the two scenarios which can occur:

Scenario # 1

If you elect to start receiving CPP benefits prior to age 65, this is what you should receive each month:

- The lifetime portion of your public service pension
- Plus**
- The bridge benefit of your public service pension (until age 65)
- Plus**
- A reduced benefit from the Canada Pension Plan

Scenario # 2

If you elect to start receiving the CPP benefit at age 65, this is what you should receive each month upon reaching age 65:

- The lifetime portion of your public service pension
- Plus**
- The unreduced CPP benefit from the Canada Pension Plan

Again this is only a summary. If you would like more information on what will happen to your total overall income (public service pension plus CPP) at age 65, please contact us.

Pension Calculation Formula

The following is an example of how a pension is calculated and what happens at age 65. For this example, John is retiring at age 58 with 32 years of pensionable service. His highest average salary (HAS) is \$55,000. HAS is calculated by averaging the 5 highest yearly salaries of your career.

	Highest Average Salary (HAS)	Pensionable Service		John's annual pension at age 58:
2.0% X	\$55,000	X 32.000 years	= \$35,200	\$35,200

LESS at age 65:

	Average Year's Maximum Pensionable Earnings (YMPE)	Pensionable Service		John's annual pension at age 65:
0.7% X	\$40,000	X 32.000 years	= \$8,960	\$35,200 - \$8,960 = \$26,240

The information presented in this publication is premised on the rules and criteria which currently exist under the Public Service Superannuation Plan and which are subject to amendment from time to time. This document explains in plain language the rules of the Nova Scotia Public Service Superannuation Plan. Plan members, beneficiaries and others who wish to determine their legal rights and obligations under this plan should refer to the governing legislation, regulations or other legal documents as appropriate. In the event of a discrepancy between the information provided in this document and the legislation and/or legal documents, the latter takes precedence.