



PSSP PENSION NEWS

A newsletter for Public Service Superannuation Plan Employers

New Member Welcome Packages

When a new member joins the Public Service Superannuation Plan (PSSP or Plan), we send them a New Member Welcome Package.

These packages include:

- A Designation of Beneficiary form,
- A Member Enrollment form, and
- Log in information for the My Retirement Plan website.



Welcome

To eliminate duplication, we ask that employers do not provide Designation of Beneficiary forms to new Plan members.

Changes to Purchases of Prior Service

The Public Service Superannuation Plan Trustee Inc. (PSSPTI) conducted a review of how purchases of prior service can occur and implemented new rules. The new limits are:

As of April 1, 2017, purchases of prior service must be completed within 20 years from the end of the period of service.

This means a Plan member who:

- plans to retire on or after April 1, 2017, will no longer be able to purchase past service that is more than 20 years old. This is important particularly if they were thinking of using a portion of their Public Service Award to purchase past service, to enhance their retirement pension amount.
- would like to purchase service from more than 20 years ago must purchase that service BEFORE April 1, 2017.



What happens when a Plan member reaches 35 years of service?

When a Plan member reaches 35 years of pensionable service, they must stop contributing to the Plan. In this situation, once the Plan member is no longer contributing to the Plan, we still need to be notified of address changes and salary rates.

This is important as their pension calculations are based upon their 5-year highest average salary, which includes any increases they have received beyond the 35 year mark.



Important Reminders

Employee Termination

When an employee terminates employment and is no longer eligible to contribute to the PSSP, please ensure you forward a notice of termination form (Form 1A or DF20) to us. These forms confirm the employee's termination and prompt us to contact the member to outline the options concerning their pension. **Termination options cannot be issued to terminating employees until we receive one of these termination forms.** You can locate these forms on our website at: nspssp.ca/publicservice/employers/forms

Remittance Summary

Please ensure you include a detailed remittance summary with your contribution cheques or EFT (Electronic Funds Transfer) deposits which clearly identifies the specific pay period posting files that the remittance is for.

NEW Marriage Breakdown Rules

The PSSPTI recently made changes to marriage breakdown rules. These changes apply to how a future pension benefit division can be paid out to a former spouse.

After January 1, 2017, when a marriage breakdown occurs, the former spouse will now receive the commuted value of their portion of the pension benefit in a lump sum payment.

They will receive the lump sum payment once we receive the court order from the Supreme Court or the corollary relief judgment.

Prior to this change, the former spouse could only receive their portion of the pension benefit in a monthly pension payment and only after the Plan member terminated employment or retired.

Please know that pensions in pay prior to January 1, 2017, will remain unchanged. Those receiving a monthly pension payment will continue to do so.

Reminder!

In the event of a marriage breakdown, it is important for Plan members to know that they must provide us with a copy of the court order from the Supreme Court or the corollary relief judgment. A separation agreement is not sufficient.

This information is important for us to receive, prior to retirement, in order to ensure their pension is divided in accordance with what was decreed by the Court. We also use this information to update their marital status.

Growing the PSSP membership

On July 1, 2016, the PSSP welcomed new Plan members from Université Sainte-Anne and University of King's College as these entities joined the Plan as new employers. The addition of Université Sainte-Anne and University of King's College follows the transfer of Acadia University into the Plan in July 2015.

Growing the PSSP membership is a strategic objective for the PSSPTI due to the Plan's aging demographic profile. A low ratio of working-to-retired members creates a greater impact on active Plan members to cover any shortfalls or investment losses. The PSSPTI's guiding principle throughout this initiative is that a transfer into the PSSP must be beneficial to the long-term sustainability of the Plan and cost neutral to the PSSP and its members.

The 2017 PSSP Review

As reported in the Spring 2016 edition of this newsletter, the PSSPTI has begun its comprehensive review of the *Public Service Superannuation Act (PSSA)* and its Regulations. The PSSPTI would like to thank all those who took the time to provide their input for the 2017 PSSP Review.

The PSSA requires the PSSPTI to conduct this review every 5 years and states that it must be completed by an independent reviewer. The 2017 PSSP Review includes a review of the PSSP's benefit design, contribution levels, funding policy, and governance structure.

Results of the 2017 PSSP Review will be reported once the Review has been completed.

My Retirement Plan website (nspensions.hroffice.com)

This website allows active PSSP members secure access to their personal pension information online. If a Plan member requires assistance using the My Retirement Plan website, they should contact us.

We appreciate your feedback. If you have a comment or a suggested topic for this newsletter, please contact us at:

Nova Scotia Pension Services Corporation

1949 Upper Water St., Suite 400

Purdy's Landing

Halifax, N.S. B3J 2P8

PO Box 371, Halifax, N.S. B3J 2P8

Email: Employer enquiries - PSGPData@nspension.ca

Member enquiries - pensionsinfo@nspension.ca

www.novascotiapension.ca

P: 1-902-424-5070 (Halifax)

P: 1-800-774-5070 (toll free)

Hours: 8 am to 5 pm (Mon. to Fri.)



All information presented in this document is premised on the Plan rules and criteria which currently exist under the *Public Service Superannuation Act* (the "PSSA") and the Regulations made thereunder. This document explains in plain language aspects of the rules and criteria of the Plan. Plan members, beneficiaries, and others who wish to determine their legal rights and obligations under the Plan should refer to the PSSA, the Plan 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.