

## Annex A

### MODEL OFFICE NOTICE

#### Civil Partnership – pension arrangements

The Civil Partnership Act 2004, which came into effect on 5 December 2005, allows two people of the same sex to register their relationship as a 'civil partnership'. Civil partnership is only available to same-sex partners, both of whom are neither married nor in an existing civil partnership, and who are not closely related. Both partners must be over 16 (those under 18 must have the consent of their parent or guardian).

Civil partnership gives the couple many of the same financial and legal rights and responsibilities that a married couple have. Where a person with a civil partner is in an occupational pension scheme in which they were an active member on or after 6 April 1988, the scheme must provide a pension if the member dies and leaves a surviving civil partner (whether the civil partnership was registered before or after the member left service). All surviving civil partners' pensions will be based on the member's reckonable service from 6 April 1988. How this will impact upon you will depend on which pension arrangement you belong to.

#### Members of **classic**

If you have at least two years' service and die leaving a surviving civil partner, they will receive a pension at the rate of 50% of your own pension based on your service from 6 April 1988. If you die in service, we will normally add some extra years of service to calculate their pension. For the first three months after your death, your civil partner will receive a pension at the rate of your pensionable earnings if you die in service, or at the rate of your own pension if you die after leaving service. This increased pension may be paid for a longer period of time if you leave any dependant children in the care of your civil partner.

#### Members of **classic plus**

Your civil partner will receive a pension at the rate of 50% of your own pension based on your service from 6 April 1988 to 30 September 2002, and 37.5% of your pension based on your service from 1 October 2002. If you die in service, we will normally add some extra years of service to the post-October 2002 to calculate part of the pension.

#### Members of **premium**

If you have at least two years' service, your civil partner will receive a pension at the rate of 37.5% of your pension. If you die in service, we will normally add some extra years of service to calculate their pension. (NOTE: as **premium** already provides a pension based on the member's full reckonable service if they die and leave an eligible unmarried partner, a civil partner's pension in **premium** will also be based on the member's full reckonable service – i.e. it will not be restricted to service from 6 April 1988 only.)

Other than the above differences, your civil partner is entitled to the same rights under the pension arrangements as a spouse. If you want to find out more about the Civil Service pension and compensation provisions as they apply to members with a civil partner, please contact **[Insert APAC contact details]**.

More information about civil partnership in general can be obtained from the Women and Equality Unit at [www.womenandequalityunit.gov.uk/civilpartnership.htm](http://www.womenandequalityunit.gov.uk/civilpartnership.htm), or by writing to them at Civil Partnership, WEU, 1 Victoria Street, London, SW1H 0ET.

### **Pensions for partners**

**classic plus** and **premium** may both provide pensions for partners, even if you are unmarried or not in a civil partnership. Entitlement is not automatic. You and your partner must sign a Partnership Declaration Form if you want them to receive a pension if you die before them. A partner pension can only be paid if you have completed this declaration. For more information, please contact [*Insert APAC contact details*].