

*Contributors with Less Than Five Years of Pensionable Service*

Once the new Act has been operating for a few years the only benefits available to a person with less than five years' service will be a return of his contributions if a contributor ceases to be employed with less than five years of pensionable service to his credit. These five years, however, would include any prior pensionable service for which a contributor had elected to pay, so that a person, for example, with two years of service as an actual contributor and three or more years of elected pensionable service to his credit would not be subject to this restricted form of benefit. In other words, he would have his five years and could get an annuity.

In the meantime, however, annuity benefits on retirement during these first five years of service will be available only to those who will be contributing to the Superannuation Account over the transitional period and so have an expectation of annuity benefits under the Civil Service Superannuation Act. Retirement taking place over the age of sixty or retirement because of disability at any age under these circumstances carries with it the option of an immediate annuity or a lump sum payment equal to one month's pay for each year of pensionable service or a return of contributions. If it is a case of dismissal because of misconduct, a return of contributions only is available but retirement for any other reason before the age of sixty carries with it the entitlement to the option of a deferred annuity commencing at the age of sixty or a return of contributions. The annuities here are determined by taking 2 per cent of the average salary over the full period of service and multiplying that amount by the numbers of years of service.

In the event of the death of a contributor with less than five years of pensionable service to his credit, the normal benefit in the future will be a return of contributions. During the next few years, however, annuity benefits will be available to the widow and children where the husband was contributing over the transitional period. The method of determining the amount of these annuities is described in the paragraphs dealing with "Benefits to Widows and Children".

*Contributors with Five or More Years of Pensionable Service*

Retirement over the age of sixty for any reason except misconduct carries with it the entitlement to an immediate annuity calculated in the normal way referred to earlier in the general benefit discussion. Where the contributor has only between five and ten years of service to his credit, the salary used in the formula is his average salary for those years.

In the case of retirement before the age of sixty because of disability the contributor has a choice of an immediate annuity calculated in the same way or an amount equal to one month's pay for each year of pensionable service up to ten or a return of contributions.

If, however, his early retirement is for some other reason than disability or misconduct, he can choose between a deferred annuity commencing at age sixty or a return of contributions. If he chooses the former he may, if the Treasury Board agrees, have his annuity begin as early as the age of fifty but on an actuarially reduced basis.

Where a person is dismissed for misconduct his case will go before the Treasury Board which may grant him the whole or a part of any benefit which he might otherwise have received for leaving at the same time. In any case, he will receive at least the return of his contributions without interest. That of course would be subject to the usual practice of recovery of debts which are due to the Crown. If he was dismissed due to embezzlement, you would have the right to recover the amount embezzled, and so on.

If anyone who has chosen a deferred annuity is disabled during the deferred period then his annuity becomes payable immediately. On the other