



# Rule of 85

The Rule of 85 benefit is available to defined benefit members of the Water Pension and Local Government sections who move to the hybrid section or defined contribution section on 1 April 2018 (and have not transferred their benefits or started to receive their pension).

It allows active members to receive an unreduced pension for service before 6 December 2006 if all the following conditions are satisfied:

- they are aged 55 or over, and
- their age plus the number of years of pensionable service add up to 85 or more (i.e. they have attained their **Rule of 85 date**), and
- for retirements before age 60 they have Company consent (currently provided if they have given 12 months' notice in writing), and
- they leave the Company

## Rule of 85: how it works

Taking benefits	Pre 6 December 2006 service	6 December 2006 to 31 March 2010 service	Post 1 April 2010 service
<b>How the benefit works for active members taking Rule of 85</b>			
From age 55 but before 60 and not reached R85 date	Reduced from Rule of 85 date * (provided 12 months' notice given to Company)	Reduced from age 60	Reduced from Normal Retirement Age (NRA) **
From age 55 but before 60 and has reached R85 date	Unreduced (provided 12 months' notice given to Company)	Reduced from age 60	Reduced from Normal Retirement Age (NRA) **
Over age 60 and has reached R85 date	Unreduced	Unreduced	Reduced from Normal Retirement Age (NRA) **

Following the April 2018 changes, members who opt to move to the defined contribution section on or after 1 April 2018 would receive Rule of 85 benefits as if they were an active member (above)

\* Subject to a latest age of 65

\*\* Normal Retirement Age for post 1 April 2010 service is the State Pension Age applicable to the individual, subject to a minimum age of 65. You can check your State Pension Age by using the Government's state pension calculator

Please note that the above reductions refer to the period to calculate the reduction (for example "Reduced from age 60" means the reduction is calculated with reference to the period from the retirement date to age 60).

For further information please contact WTW. Details can be found in the 'Contact Us' section of the UU pensions website