



BENEFITS ON RETIREMENT, RESIGNATION, DISCHARGE AND DEATH



Normal Retirement

A member may retire from service upon reaching pensionable age of 65 years. Upon retirement a member is entitled to a lump sum payment and a monthly pension calculated on the basis of his or her pensionable emoluments and service of at least 10 years.

Early Retirement

With the consent of the Public Service Commission, a member may retire from service upon or after having attained the age of 55 years. Upon retirement a member is entitled to a lump sum payment and a monthly pension calculated the same way as for normal retirement.

Ill Health Retirement/ Abolition of Office (After 5 Years or More Pensionable Service)

If a member retires due to ill health or abolition of office after pensionable service of 5 years or more he or she is entitled to a lump sum payment and monthly pension.

Death in Service

If a member dies in service, after contributing for at least 5 years, the surviving spouse is paid a lump sum amount and monthly pension for life. A percentage of spouse pension will be paid to children up to the age of eighteen. Children's pension is doubled if there is no surviving spouse.

Death after Retirement

If a former member dies while on pension, the surviving spouse's pension is paid for life and children's pension up to the age of eighteen years.

Refunds Benefits

Once-off payment benefits are payable to members who terminate service and do not qualify for a pension and these are:

- Members who resign
- Members discharged from service
- Members who are discharged on medical grounds with less than 5 years service
- Members whose posts are abolished and their service are less than 5 years.
- Surviving spouse(s) or dependants of a member who dies in service having served for less than five years.

Deferred Pension

If a member resigns after contributing for at least 25 years, he or she can elect before attaining age of 59 and a half years, in lieu of a refund plus gratuity, for a deferred pension payable on his or her 60th birthday.

In the event that member opts for deferred pension and dies before 60th birthday, spouse and children's pension becomes payable a day after death.

Funeral Assistance

Pensioners eligible for funeral assistance are former Civil Servants who would have terminated on Early retirement (55 years or more), Normal retirement, retirement on Medical grounds effective 1 July 2003 and Abolition of office if retired at the age of 55 years and above.

NB. Funeral assistance is paid in respect of former state employees who are not accorded State assisted funeral.

Funeral assistance is payable to spouse or child or any relative with proof of relationship upon production of:-

- Duly completed Application form for funeral assistance
- Burial order or death certificate
- Certified copy of National Identity card or Valid passport for the applicant
- Bank account details (showing full name (s) of claimant, account number and bank stamp)
- Long birth certificate if a child of the deceased is applying for the Funeral Assistance.
- Affidavits from at least two witnesses