

PENSION ADMINISTRATION *BULLETIN*

Reference No. 2020-02

Date: March 27, 2020

TO: All Pension Administration Contact Persons at Contributing Member Organizations

RE: Nova Scotia Health Employees' Pension Plan – Special Notice re Returning to work after Retirement

Due to the exceptional circumstances around the global COVID-19 pandemic, NSHEPP recognizes a need to facilitate the process to allow retirees, who are currently in receipt of NSHEPP monthly payments, to temporarily return to work.

The primary purpose of this temporary policy is to support and facilitate the need to bring additional health care workers to help Nova Scotians with this ongoing crisis.

NSHEPP pension recipients who are hired under these circumstances are expected to return to the workforce as Emergency Workers on a temporary basis. The expectation is that employers will hire the Retiree under specific terms of employment.

Effective immediately, NSHEPP pension recipients who return to the workforce as Emergency Workers on a temporary basis will receive a temporary exemption from the Plan rules that would require mandatory participation. For those currently in receipt of pension payments from NSHEPP, this means the following will apply upon employment as an Emergency Worker:

- NSHEPP Retirees will continue with their existing monthly pension payments
- The Employer and Employee will not submit pension contributions
- The Employee will not receive any additional credited service
- This is temporary and only applicable under these unique circumstances
- This policy will only remain in effect until one month after the Province of Nova Scotia declares this State of Emergency to be over
- This policy will be reviewed if this State of Emergency is still in effect by August 2020

By allowing this temporary exemption, Retirees can re-enter the workforce with a sponsor organization with the ability to maintain their existing monthly pension payments, while collecting separate earnings from their respective employer. In addition, this will significantly reduce the temporary administration burden placed on Employers, Retirees and NSHEPP that would occur if Retirees were hired as regular staff under normal circumstances.

If you have any questions, please contact **any of our staff** at 832-8500 or, if calling long distance, at 1-866-400-4400 (Toll Free).

Nova Scotia Health Employees' Pension Plan

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