

PENSION ADMINISTRATION ***BULLETIN***

Reference No. 2020-05

Date: November 30, 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

As the State of Emergency remains in effect and the second wave of the pandemic has hit Nova Scotia, we would like to confirm the Temporary Exemption for Retirees, as described in memo 2020-02 (dated Mar 27, 2020), continues to be in effect. This memo will clarify the actions required once the State of Emergency is declared to be over.

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.

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

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.

This policy is temporary. Once the Province has declared the State of Emergency to be over, members who meet the qualifications for mandatory participation in the Plan will be required to enroll in the pension plan within the three-month period following the end of the State of Emergency, and their monthly pension payments will be suspended. We ask that Employers provide us 30 days notice if Retirees are being re-enrolled, allowing adequate time to suspend the scheduled monthly pension and prevent over-payment.

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

November 30, 2020