



Jersey

**PUBLIC EMPLOYEES (CONTRIBUTORY
RETIREMENT SCHEME) (JERSEY)
REGULATIONS 1967**

Official Consolidated Version

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PUBLIC EMPLOYEES (CONTRIBUTORY RETIREMENT SCHEME) (JERSEY) REGULATIONS 1967¹

THE STATES in pursuance of Article 2 of the [Public Employees \(Retirement\) \(Jersey\) Law 1967](#), have made the following Regulations –

Commencement [[see endnotes](#)]

1 Interpretation

(1) In these Regulations, unless the context otherwise requires –

“Actuary” means a person appointed in accordance with Regulation 10 of the Administration Regulations, to give actuarial advice in respect of the fund;

“Administration Regulations” means the [Public Employees \(Pension Scheme\) \(Administration\) \(Jersey\) Regulations 2015](#);

“Administrator” shall be construed in accordance with Regulation 19 of the Administration Regulations;

“1988 appointed day” means 1st January 1988;

“appointed day” means 1st January 1968;

“average salary” means the average of the annual salary received by a contributory member during the 3 years immediately before and including the day on which he or she ceases to hold his or her employment or the day on which he or she attains normal retiring age, whichever is the earlier:

Provided that –

- (i) a contributory member whose salary has been reduced or discontinued by reason of his or her absence from duty owing to ill-health or injury shall be deemed to have received the salary which he or she would otherwise have received but for the reduction or discontinuance as certified by the employer,
- (ii) if during the 3 years immediately before and including the day on which he or she ceases to hold his or her employment or the day on which he or she attains normal retiring age, whichever is the earlier,

the contributory member was absent from duty under Regulation 4(5) and –

- (A) contributions were paid in respect of his or her absence on the basis of the salary he or she would otherwise have received (as determined by the employer), such salary will be taken into account for the purpose of determining average salary,
 - (B) contributions were not paid in respect of his or her absence, the period of absence shall be disregarded in accordance with clause (iii) for the purpose of determining average salary,
- (iii) if the period of absence is disregarded under clause (ii), the 3 years immediately before and including the day on which he or she ceases to hold his or her employment or the day on which he or she attains normal retiring age, whichever is the earlier, shall mean –
- (A) the period from the day he or she returned from absence to the day he or she ceases to hold his or her employment or the day on which he or she attains normal retiring age, whichever is the earlier, plus
 - (B) the period immediately before and including the day on which his or her absence commenced which when added to the period in sub-clause (A) equals 3 years,

and the 2 periods in sub-clauses (A) and (B) shall be treated as if they were continuous;

“child” means, in respect of an individual who is a member, pensioner or deferred pensioner, any person who is –

- (a) a natural child of that individual whether or not born of a marriage entered into by that individual;
- (b) a step-child of that individual by virtue of a marriage or civil partnership entered into by that individual;
- (c) legally adopted by that individual; or
- (d) any other person which the Committee of Management is satisfied is a proper recipient of a child’s pension under these Regulations:

Provided that –

- (i) a child *en ventre sa mère* at the date of that individual’s death who would fall within paragraph (a) or (b) shall be included in this definition,
- (ii) a person who has attained the age of 16 years may be treated as a child for the purposes of these Regulations if he or she has not attained the age of 23 years, and either he or she is receiving full-time education in an educational establishment approved by the Committee of Management, or is not receiving full-time education but the Committee of Management is satisfied that it remains appropriate to treat him or her as a child for the purposes of these Regulations;

“civil servant” means a person in the employ of the States whose duties are wholly or mainly administrative, professional, technical or clerical and includes immigration officers appointed pursuant to the Immigration (Jersey) Order 1993;

“Committee of Management” shall be construed in accordance with Article 4 of the 2014 Pensions Law and Regulation 2 of the Administration Regulations;

“contributory member” has the meaning assigned thereto by Regulation 4 of these Regulations;

“dependant” means, in relation to any deceased contributory member –

- (a) any adult person; or
- (b) any person who is not an adult and is not a child as defined under these Regulations,

who was at the time of his or her death dependent on him or her for the provision of all or most of the ordinary necessities of life;

“employer” means –

- (a) the States Employment Board within the meaning of the [Employment of States of Jersey Employees \(Jersey\) Law 2005](#), in respect of the States or any administration of the States; or
- (b) any other employer –
 - (i) admitted to the scheme under repealed Regulation 9 of the General Regulations,
 - (ii) treated as if admitted to the scheme under any enactment which provides for that employer to become an employer for the purposes of the scheme in respect of members whose employment with the States Employment Board is transferred to that employer, or
 - (iii) treated as if admitted to the scheme under paragraph 2(4) and (5) of Schedule 1 to the [Public Employees \(Pension Scheme\) \(Membership and Benefits\) \(Jersey\) Regulations 2015](#);

“employer-initiated salary reduction” means, in relation to a contributory member’s salary, the application of a reduction to that salary by an employer as a result of –

- (a) a workforce or other organisational restructure affecting that contributory member’s employment; or
- (b) a re-evaluation of any salary scale or structure that may apply in respect of that contributory member’s employment;

“equivalent scheme established outside Jersey” shall be construed in accordance with Article 131CG of the Income Tax Law;

“1989 Existing Members Regulations” means the [Public Employees \(Contributory Retirement Scheme\) \(Existing Members\) \(Jersey\) Regulations 1989](#);

“Former Hospital Scheme Regulations” means the [Public Employees \(Contributory Retirement Scheme\) \(Former Hospital Scheme\) \(Jersey\) Regulations 1992](#);

“fund” shall be construed in accordance with Article 5 of the 2014 Pensions Law;

“Funding and Valuation Regulations” means the [Public Employees \(Pension Scheme\) \(Funding and Valuation\) \(Jersey\) Regulations 2015](#);

“General Regulations” means the [Public Employees \(Contributory Retirement Scheme\) \(General\) \(Jersey\) Regulations 1989](#);

“Income Tax Law” means the [Income Tax \(Jersey\) Law 1961](#);

“Law” means the [Public Employees \(Retirement\) \(Jersey\) Law 1967](#);

“lump sum recipients” means one or more of a class consisting of –

- (a) any of the contributory member’s relations or dependants;
- (b) any individual or person nominated by the contributory member by notice in writing addressed to and received by the Committee of Management during his or her lifetime to receive the whole or any part of such benefit; and
- (c) the contributory member’s estate,

which the Committee of Management shall at its absolute discretion determine as recipients of a lump sum payable on the death of a member;

“manual worker” means a person in the employ of the States whose terms of employment are governed by the Manual Workers’ Joint Council or a person, other than a civil servant, in the employ of the Economic Development Committee;²

“1989 New Members’ Regulations” means the [Public Employees \(Contributory Retirement Scheme\) \(New Members\) \(Jersey\) Regulations 1989](#);

“normal retiring age” means 65 years in the case of a male and 60 years in the case of a female;

“pension” means a pension payable by virtue of Regulation 7, 8 or 11 of these Regulations;

“2014 Pensions Law” means the [Public Employees \(Pensions\) \(Jersey\) Law 2014](#);

“relations” means –

- (a) the widow, widower or surviving civil partner of the contributory member or any former husband, wife or civil partner of the contributory member;
- (b) any child or other descendant of the contributory member and the husband, wife, civil partner, widow, widower or surviving civil partner of any such child or other descendant;
- (c) the father or mother (whether natural or adoptive) or other ancestor of the contributory member and the widow, widower or surviving civil partner of such father, mother or other ancestor; and
- (d) any brother or sister of the contributory member (whether of the whole blood or the half blood and whether natural or adoptive) and the widow, widower or surviving civil partner of any such person,

and for this purpose “child” includes a stepchild, a legally adopted child and a child to whom in the opinion of the Committee of Management the contributory member or other person as appropriate stands, or would but for the contributory member’s death have stood, *in loco parentis*;

“repealed Regulation 7 of the General Regulations” means Regulation 7 of the General Regulations as it was in force immediately prior to its repeal by the Transitional and Consequential Amendments Regulations;

“repealed Regulation 9 of the General Regulations” means Regulation 9 of the General Regulations as it was in force immediately prior to its repeal by the Transitional and Consequential Amendments Regulations;

“salary” means all salary, wages and other payments paid or made to a contributory member as such for his or her own use and includes the money value of any

accommodation and allowances in kind appertaining to his or her employment, but does not include any overtime payments or any travelling or subsistence allowances or payments made to him or her for the purposes of his or her employment or payments in respect of untaken leave;

“salary reduction date” means the date an employer-initiated salary reduction is applied;

“scheme” means the pension scheme established by these Regulations (which shall upon the coming into force of the Administration Regulations, be administered in accordance with those Regulations);

“service” means service as a contributory member as determined under Regulations 4, 5, 16 and 20(1)(f), Regulation 7(1)(b) of the General Regulations as it was in force immediately prior its repeal by the Transitional and Consequential Amendments Regulations, Regulation 17 of the General Regulations, and Regulation 23(5)(a) of the Administration Regulations;

“transitional pensioner” means a person who made or is deemed to have made an election pursuant to the Transitional Regulations;

“Transitional and Consequential Amendments Regulations” means the [Public Employees \(Pension Scheme\) \(Transitional Provisions, Savings and Consequential Amendments\) \(Jersey\) Regulations 2015](#);

“Transitional Regulations” means the [Public Employees \(Contributory Retirement Scheme\) \(Transitional Provisions\) \(Jersey\) Regulations 1987](#);

“Treasurer” means the Treasurer of the States;

“United Kingdom transferring arrangement” means a registered pension scheme within the meaning of section 150(2) of the Finance Act 2004 (c.12) of the United Kingdom.³

- (2) A reference in these Regulations to the States shall, except in Regulation 8(2)(b), be construed as “any other employer” within the meaning given in paragraph (b) of the definition “employer”.⁴

2 Application⁵

- (1) These Regulations shall apply to –
- (a) persons who left the employ of the States before the 1988 appointed day in respect of service before that day;
 - (b) persons employed by the States on the 1988 appointed day who either –
 - (i) participated in the scheme on the day immediately preceding the 1988 appointed day, or
 - (ii) were eligible to do so but for the fact that they were under the age of 20 years,and who have not exercised an option that the 1989 Existing Members Regulations or the 1989 New Members Regulations shall apply to them,
- but shall not apply to persons who are re-employed by the States after the 1988 appointed day in respect of service after the date of such re-employment.⁶

- (2) A contributory member participating in the scheme under these Regulations who ceases to be employed by his or her current employer shall remain a contributory member under these Regulations if the member –
- (a) immediately becomes employed by another employer which is participating in the scheme, such employer having participated continuously in the scheme or the Former Hospital Scheme since 31st December 1987; and
 - (b) continues to satisfy any other requirements specified in these Regulations as necessary in order to continue participating in the scheme under these Regulations as a contributory member.⁷

3 8

4 Contributory members

- (1) Subject to the provisions of Regulation 2, all persons employed by the States as are mentioned in paragraph (2), shall participate in the scheme and such persons are hereinafter referred to as “contributory members”.⁹
- (2) The persons referred to in paragraph (1) are the following, that is to say –
- (a) any civil servant or manual worker in the employ of the States prior to the appointed day who has elected under Regulation 5 to participate in the scheme;
 - (b) all civil servants and manual workers other than civil servants and manual workers to whom sub-paragraphs (c) and (d) apply, who enter the employ of the States on or after the appointed day;
 - (c) any person in the employ of the Committee for Postal Administration on 1st October 1969 who immediately before that day was in the employ of Her Majesty’s Postmaster-General and who has elected under arrangements approved in that regard to participate in the scheme;
 - (d) all persons who entered the employ of the said Committee after 1st October 1969:

Provided that the following civil servants and manual workers shall not be contributory members, that is to say a person who –

- (i) is under the age of 20 years,
 - (ii) cannot complete 10 years service before attaining normal retiring age,
 - (iii) has attained normal retiring age on or before the appointed day, or
 - (iv) does not satisfy the Chief Minister that he or she is employed by the States in a whole time, permanent capacity.¹⁰
- (3) A civil servant or manual worker to whom paragraph (2)(a) refers shall be deemed for the purposes of reckoning his or her service as having been a contributory member from the date on which his or her service with the States was reckoned for the purposes of any pension to which that person might have been entitled before he or she elected to participate in the scheme, or, where he or she was not so entitled, from such date as the Chief Minister shall in any particular case determine.

- (4) For the purposes of this Regulation, a person shall be deemed to be employed in a whole time, permanent capacity if he or she devotes substantially the whole of his or her time to employment in the service of the States.
- (5) Where a contributory member is absent from duty (other than by reason of ill-health or injury) with the agreement of the employer (such period of absence commencing on or after the 1988 appointed day), he or she shall be deemed to remain a contributory member for a period not exceeding 2 years or such greater period as the Committee of Management may in any case determine:

Provided that –

- (a) service up to and after his or her period of absence shall be treated as continuous, but the period of absence shall only count as service if the contributory member continues to contribute (on the basis of the salary he or she would otherwise have received, as determined by the employer), or on return to his or her duties the member pays such arrears of contributions over such period as the Committee of Management shall agree;
- (b) if the period of absence counts under sub-paragraph (a) of this proviso, the employer shall continue to contribute to the fund (on the basis of the contributory member's salary as determined under that sub-paragraph) or pay such arrears of contributions on return to his or her duties, over the same period as in that sub-paragraph, as appropriate; and
- (c) where a contributory member ceases to be a contributory member during such period of absence (or before his or her full arrears of contributions have been paid under sub-paragraph (a) of this proviso) the period of absence shall count as service for the purpose of calculating any benefits payable under the scheme only to the extent determined by the Actuary as appropriate to the contributions that have been paid in respect of such period of absence.¹¹

5 Existing employees

- (1) A civil servant or manual worker who in the opinion of the Establishment Committee was in the permanent full-time employ of the States prior to the appointed day and who is not a person mentioned in the proviso to Regulation 4(2) shall be entitled to make written application to the Establishment Committee within the 3 months next following that day to participate in the scheme and, in such event, the provisions of these Regulations shall apply to him or her as from the appointed day to the exclusion of the provisions of the Civil Service Administration (Pensions) (Jersey) Rules 1963, or such other pensions scheme of which he or she was a member prior to the appointed day.
- (2) A civil servant or manual worker who in the opinion of the Establishment Committee was in the permanent full-time employ of the States prior to the appointed day but who was on that day under the age of 20 years, shall be entitled to make written application to the Establishment Committee within the 3 months next following the day on which he or she attains such age and, in such event, the provisions of these Regulations shall apply to him or her as from such day to the exclusion of the provisions of the Civil Service Administration (Pensions) (Jersey) Rules 1963, or such other pensions scheme as aforesaid.
- (3) For the avoidance of doubt, it is hereby declared that if a person to whom this Regulation applies does not make application as aforesaid to the Establishment

Committee to participate in the scheme, the provisions of the Civil Service Administration (Pensions) (Jersey) Rules 1963, or such other pensions scheme as aforesaid, shall continue to apply to him or her as if these Regulations, apart from this Regulation, had not been passed.

6 Contributions¹²

- (1) Subject to paragraph (4), a contributory member and that member's employer shall pay such contributions to the fund as are required under Regulation 11(2) or 14 of, and Schedule 3, and Regulation 15 of, and Schedule 4 to, the Funding and Valuation Regulations.¹³
- (2) An employer shall in respect of member contributions, pay those contributions to the Administrator in the manner required under Regulation 11(8) of the Funding and Valuation Regulations.
- (3) An employer's contributions shall be paid to the Administrator in the manner required under Regulation 11(7) of the Funding and Valuation Regulations.
- (4) A contributory member who has attained normal retiring age shall cease to make the contributions required under paragraph (1).
- (5) With effect from 1st January 1999, the employer of each member who is employed as an Emergency Ambulance Officer in the States of Jersey Ambulance Service shall pay additional contributions to the fund that represent the total difference in cost between providing all such members' benefits and the cost that would have been incurred to the scheme if the modifications specified in Regulation 18 had not applied.
- (6) The amount to be paid in any year under paragraph (5) shall be the amount specified in respect of that year by the Actuary in a certificate provided to the Committee of Management.
- (7) With effect from 1st January 2003, the employer of each member who is employed as the Chief Ambulance Officer or an Assistant Chief Ambulance Officer in the States of Jersey Ambulance Service, and whose basic salary due under his or her contract of service has been reduced by 4%, shall pay additional contributions to the fund that represent the total difference in cost between providing all such members' benefits and the cost that would have been incurred to the scheme if the modifications specified in Regulation 19 had not applied.
- (8) The amount to be paid in any year under paragraph (7) shall be the amount specified in respect of that year by the Actuary in a certificate provided to the Committee of Management.

7 Retirement pension

- (1) Subject to the provisions of these Regulations, a contributory member shall be entitled, on ceasing to hold employment with the States, to receive a retirement pension if –
 - (a) he or she has completed not less than 10 years service; and either
 - (b) he or she has attained normal retiring age; or
 - (c) he or she is incapable of discharging efficiently the duties of his or her employment by reason of permanent ill-health or disability of mind or body.

- (2) Subject to paragraphs (2A) (2B) and (3), the annual rate of retirement pension shall be calculated as 1/60th of the contributory member's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service if later), subject to a maximum of 45 years of service.¹⁴
- (2A) Paragraph (2B) applies where –
- (a) an employer-initiated salary reduction is applied to a contributory member's salary; and
 - (b) the member is awarded added years of service under Regulation 15A.¹⁵
- (2B) Where this paragraph applies –
- (a) the contributory member's salary for each year of service before an employer-initiated salary reduction is applied is to be disregarded for the purposes of calculating the annual rate of retirement pension under paragraph (2); and
 - (b) for the purposes of that calculation under paragraph (2), the contributory member's average salary is determined for each description of case set out in column 1 of the following table, by reference to the corresponding method of calculation set out in column 2 of that table –

1	2
Description of case	Method of calculation
Case A: contributory member – (a) leaves service earlier than normal retiring age but 3 or more years' after the salary reduction date; or (b) attains normal retiring age 3 or more years after the salary reduction date.	Average salary is determined by reference to the contributory member's – average salary for each year of service in the 3 years immediately before, and ending on the day on which he or she leaves service or attains normal retiring age, whichever is the earlier.

1 Description of case	2 Method of calculation
<p>Case B: contributory member –</p> <p>(a) leaves service earlier than normal retiring age but less than 3 years' but more than one year after the salary reduction date; or</p> <p>(b) attains normal retiring age less than 3 years' but more than one year after the salary reduction date.</p>	<p>Average salary is determined by reference to the contributory member's –</p> <p>average salary for each year of service after the salary reduction date, and ending on the day on which he or she leaves service or attains normal retiring age, whichever is the earlier.</p>
<p>Case C: contributory member –</p> <p>(a) leaves service earlier than normal retiring age but one year or less after the salary reduction date; or</p> <p>(b) attains normal retiring age one year or less after the salary reduction date.</p>	<p>Average salary is determined by reference to the contributory member's –</p> <p>whole year equivalent salary for that year or part-year of service after the salary reduction date, and ending on the day on which he or she leaves service or attains normal retiring age, whichever is the earlier.¹⁶</p>

- (3) For the purpose of calculating the number of completed years of service, the maximum number of years of service referred to in paragraph (2) and that paragraph as modified by Regulations 17(b), 18(b), 19(b), 20(1)(c) and (2)(c) and 20A(c), are to be disregarded in respect of service attributable to –
- (a) a refund or a transfer value paid under –
- (i) Regulation 12 before its repeal by the Public Employees (Contributory Retirement Scheme) (Miscellaneous Amendments) (Jersey) Regulations 2015, or
 - (ii) original Regulation 14 before its repeal by the Public Employees (Contributory Retirement Scheme) (Amendment No. 11) (Jersey) Regulations 1989; or
- (b) any additional period of service awarded under Regulation 15A.¹⁷
- (4) Notwithstanding the provisions of paragraph (1)(b), a contributory member may retire at any time not more than 5 years before attaining normal retiring age and, if a member has completed not less than 10 years service, the Chief Minister may require the member similarly so to retire.¹⁸
- (4A) Subject to paragraph (4B) and paragraph (4BB), a retirement pension calculated in accordance with paragraph (2) shall be payable to a member who retires under paragraph (4) from the date of his or her retirement.¹⁹
- (4B) This paragraph applies to a category A member who retires or has his or her employment terminated on or after 9th February 2011 and whose pension, either in whole or in part, is attributable to a transfer payment received by –

- (a) the Treasurer on or after 9th February 2011 but before 1st January 2015, in accordance with repealed Regulation 7 of the General Regulations under a United Kingdom transferring arrangement;
- (b) the Treasurer on or after 1st January 2015 but before the commencement of Schedule 1 to the Transitional Regulations, in accordance with repealed Regulation 7 of the General Regulations from an equivalent scheme established outside Jersey; or
- (c) the Administrator on or after the commencement of Schedule 1 to the Transitional Regulations, in accordance with Regulation 23 of the Administration Regulations from an equivalent scheme established outside Jersey.²⁰

(4BB) Where paragraph (4B) applies –

- (a) such part of the member's pension that is not attributable to such a transfer payment shall be payable from the date of the member's retirement; and
 - (b) such part of the pension that is attributable to such a transfer payment shall be treated for the purposes of the scheme as a deferred pension to which the member is entitled under Regulation 11.²¹
- (4C) A member shall be treated for the purposes of the scheme as a deferred pensioner in respect of that part of the pension treated as a deferred pension under paragraph (4BB)(b) except that the member shall not be permitted to waive entitlement to that deferred pension by requesting a transfer payment.²²
- (4D) A member is a category A member for the purposes of this Regulation if that member falls within the definition of a category A member in the 1989 Existing Members Regulations or the 1989 New Members Regulations.²³
- (5) The Committee of Management may require a person in receipt of a retirement pension by virtue of paragraph (1)(c) to undergo from time to time such medical examination as the Committee of Management thinks fit and in any case where he or she refuses to undergo an examination his or her pension or such part thereof as the Committee of Management may deem appropriate shall be withheld.²⁴
- (6) If, as a result of a medical examination carried out in pursuance of paragraph (5), the Committee of Management is advised that the person is able to perform efficiently duties which are compatible with his or her former employment and an employer offers such employment, he or she shall cease to receive a retirement pension by virtue of paragraph (1)(c) as from the date of him or her re-entering the service of the States, or 3 months from the date of the offer of re-employment, whichever date is the earlier.

If the person has not re-entered the service of the States within 3 months from the date of the offer of re-employment, he or she shall be entitled to benefits under these Regulations on the basis that he or she had left the service of the States without being entitled to a retirement pension under paragraph (1)(c).²⁵

8 Widow's pension

- (1) Subject to the provisions of these Regulations, a widow of a contributory member who dies on or after the appointed day and who, at the time of the member's death –

- (a) had not yet retired from the service of the States but had completed 10 or more years service;
- (b) was receiving a retirement pension; or
- (c) had retired from the service of the States and would have been entitled to receive a retirement pension by virtue of Regulation 11 if the member had lived to attain normal retiring age,

shall be entitled to receive a widow's pension:

Provided that a widow shall not be entitled to receive a widow's pension by virtue of sub-paragraph (b) if the marriage took place after the member had attained normal retiring age.²⁶

(2) The annual rate of a widow's pension shall be as follows –

- (a) in the case of the widow of a member to whom paragraph (1)(a) refers (a member who dies in service) –
 - (i) where the member had not attained normal retiring age, one half of the amount of retirement pension which that member would have received by virtue of Regulation 7(2), if the member had retired on attaining normal retiring age, the member's salary from the date of the member's death to that date having remained unaltered,
 - (ii) where the member had attained normal retiring age, one half of the amount of retirement pension which that member would have received by virtue of the said paragraph (2) if the member had retired on the day immediately preceding the member's death; or
- (b) in the case of the widow of a member to whom paragraph (1)(b) refers (a member who dies after retirement) –
 - (i) where the member, having retired at or after normal retiring age, had been receiving a retirement pension by virtue of Regulation 7(1)(a) and (b) or, having retired from the service of the States before normal retiring age and lived to attain normal retiring age, had been receiving a retirement pension by virtue of Regulation 11 of these Regulations, one half of the amount of retirement pension which that member was receiving by virtue of Regulation 7(2), as increased by any subsequent Act of the States or under Regulation 8 or 12(2)(a) of, and paragraph 2 of Schedule 1 to the Funding and Valuation Regulations during the period from the date of retirement to the date of the member's death,
 - (ii) where the member, having retired early because of ill health, had been receiving a retirement pension by virtue of Regulation 7(1)(a) and (c), one half of the amount of retirement pension which that member would have received by virtue of Regulation 7(2), if the member had retired on attaining normal retiring age, the member's salary from the date of the member's actual retirement to that date having remained unaltered, that amount being further increased by the proportion that (A) the member's retirement pension as increased by any subsequent Act of the States or under Regulation 8 or 12(2)(a) of, and paragraph 2 of Schedule 1 to the Funding and Valuation Regulations during the period from the date of retirement to the date of death bears to (B) the member's retirement pension before such increases, or

- (iii) where the member had been receiving a retirement pension, having retired early in accordance with Regulation 7(4), one half of the amount of retirement pension which that member was receiving by virtue of Regulation 7(2), as increased by any subsequent Act of the States or under Regulation 8 or 12(2)(a) of, and paragraph 2 of Schedule 1 to the Funding and Valuation Regulations during the period from the date of retirement to the date of the member's death;
- (c) in the case of the widow of a member to whom paragraph (1)(c) refers (a member who dies during the period the member's pension is deferred), one half of the amount of retirement pension which that member would have received by virtue of Regulation 7(2), increased during the period from the date of leaving to the date of the member's death as if the member had retired on the day of leaving and received such retirement pension from that date.²⁷
- (3) A widow's pension shall cease to be payable to a widow –
 - (a) if the widow remarries, as from the date of such marriage;
 - (b) if the widow enters into a civil partnership, as from the date of such civil partnership;
 - (c) during any period during which the widow is cohabiting with a man as the man's wife or with a woman as the woman's spouse; and
 - (d) during any period during which the widow is cohabiting with a woman as the woman's civil partner.²⁸
- (4) For the purposes of this Regulation, "salary" means in the case of a contributory member whose salary at the time of the member's death had been reduced or discontinued by reason of the member's absence from duty owing to ill-health or injury, the salary which the member would otherwise have received but for the reduction or discontinuance.²⁹

9 Children's benefit

- (1) Where a contributory member dies after having completed at least 10 years service or after having been in receipt of a retirement pension under Regulation 7(1)(c), leaving a widow and a child, the widow shall be entitled to receive annually in respect of each child the sum of £100:

 Provided that where the Committee of Management is satisfied that a child is in the care of, or is being maintained by, some person or authority other than the widow, the Committee of Management may at its absolute discretion pay the children's benefit in respect of that child to that other person or authority instead of to the widow.³⁰
- (2) Where a contributory member dies after having completed at least 10 years service or after having been in receipt of a retirement pension under Regulation 7(1)(c) of these Regulations, and leaves a child but no widow or widower, or leaves a widow or widower who subsequently dies, the person or authority who, in the opinion of the Committee of Management, has the care of, or is maintaining the child shall be entitled to receive annually the sum of £150.³¹
- (3) Notwithstanding paragraph (1) or (2) of this Regulation –

- (a) if the child is not for the time being receiving full-time education but the Committee of Management, having considered such evidence as is provided by or on behalf of the child, is satisfied that the child is expected to resume or receive full-time education in the future, the Committee of Management may suspend payment of the child's benefit temporarily;
- (b) a decision made under sub-paragraph (a) may be varied in the light of further evidence; and
- (c) the Committee of Management may from time to time request in respect of a child who has attained the age of 16 years further evidence regarding the child's full-time education, and if such evidence is not supplied or is not in the opinion of the Committee of Management satisfactory, his or her benefit may be withheld.³²

10 Death benefit

- (1) Subject to the provisions of these Regulations, if a contributory member dies after having completed at least 5 years service as a contributory member but before he or she has attained normal retiring age, there shall be paid to one or more of the lump sum recipients in such proportions as the Committee of Management shall determine an amount equal to the annual salary which he or she was receiving at the date of his or her death or the aggregate amount of his or her contributions together with compound interest thereon calculated to the date of his or her death at the rate of 3% per annum with half yearly rests, whichever is the greater:

Provided that the Committee of Management may determine in any particular case that the lump sum is paid only partially or not at all.³³

- (2) In the case of a contributory member who dies before completing 5 years service as a contributory member, there shall be paid to one or more of the lump sum recipients in such proportions as the Committee of Management shall determine an amount equal to the aggregate amount of his or her contributions together with compound interest thereon calculated in the manner described in paragraph (1):

Provided that the Committee of Management may determine in any particular case that the lump sum is paid only partially or not at all.³⁴

- (3) For the purposes of paragraph (1), "annual salary" means, in the case of a contributory member whose salary at the time of his or her death had been reduced or discontinued by reason of his or her absence from duty owing to ill-health or injury, the salary which he or she would otherwise have received but for the reduction or discontinuance, as certified by his or her employer.³⁵
- (4) In the case of a member who dies before the commencement of the Public Employees (Contributory Retirement Scheme) (Amendment No. 14) (Jersey) Regulations 1995 payment shall be made to the member's estate as though the amendments made to paragraphs (1) and (2) by the Public Employees (Contributory Retirement Scheme) (Amendment No. 14) (Jersey) Regulations 1995 had not been made.³⁶

11 Deferred pension or transfer payment³⁷

Where a contributory member ceases to hold employment with the States, he or she shall be entitled –

- (a) to a deferred retirement pension payable on his or her attaining normal retiring age calculated in accordance with Regulation 7(2); or
- (b) to apply for a transfer payment out of the fund under Regulation 22 of the Administration Regulations.

11A Conversion of pension into lump sum not exceeding £30,000³⁸

- (1) A contributory member entitled to a retirement pension under Regulation 7 or a member entitled to a deferred pension under Regulation 11 may apply to the Administrator to receive a lump sum by way of exchange of the capital value of all his or her accrued pension under the scheme, provided that at the time the application is made –
 - (a) the member has attained the age of 60;
 - (b) the member has not commenced drawing his or her accrued retirement pension under the scheme; and
 - (c) the aggregate of the following amounts does not exceed £30,000 –
 - (i) the capital value of the member's accrued retirement pension under the scheme,
 - (ii) all lump sums that the member has previously exchanged –
 - (A) under Article 131CE of the Income Tax Law, or
 - (B) before the commencement of the Income Tax (Amendment No. 44) (Jersey) Law 2014, under any of the previous trivial commutation provisions referred to in Article 131CE(2) of the Income Tax Law.
- (2) An exchange under paragraph (1) is not permitted where the capital value of the member's accrued retirement pension includes any amount transferred from a scheme, trust or contract (however called and whether approved under any Article of the Income Tax Law or under the jurisdiction of a country or territory outside Jersey).
- (3) An application under paragraph (1) shall be made in such form and manner as the Administrator may specify.
- (4) The calculation of the lump sum payable under this Regulation shall be determined by the Committee after consulting the Actuary.
- (5) Payment of the lump sum shall –
 - (a) in the case of –
 - (i) a contributory member, be made on the day after the member ceases employment, or
 - (ii) a member entitled to a deferred pension under Regulation 11, be made within 3 months following the date of the application under paragraph (1); and
 - (b) extinguish the member's rights to any other benefits under the scheme, as well as the rights of any person contingently entitled to any benefit payable upon that member's death.

12 39**13 Transitional provision in relation to female contributory member**

Notwithstanding anything in these Regulations, a female contributory member who, before becoming entitled to any retirement pension, leaves the service of the States in consequence of her marriage and who under the provisions of Rule 5 of the Civil Service Administration (Pensions) (Jersey) Rules 1963, or under the provisions of any other pensions scheme of which she was a member prior to the appointed day, would have been entitled to a marriage gratuity shall also receive the marriage gratuity in the amount to which she would have been entitled under the above-mentioned Rules or under such other pensions scheme as aforesaid.⁴⁰

14 Benefit to be inalienable

Subject to the provisions of these Regulations, no pension or other benefit payable by virtue of these Regulations shall be capable of being assigned, charged or attached, nor shall they pass to any other person by operation of law, nor shall any claim be set off against the same.

15 Reduction of salary

- (1) Subject to paragraph (4), in any case where the salary of a contributory member is reduced and, in the opinion of the Chief Minister, such reduction is not due to the wilful fault of the member, he or she may, within 3 months of the date on which the reduction takes effect, give notice in writing to the Chief Minister that he or she wishes to continue to pay contributions at the rate at which he or she was paying them immediately before the reduction, and thereupon for all the purposes of this scheme his or her salary shall be deemed to be an amount equal to that of his or her salary immediately before such reduction.
- (2) In any case where a contributory member gives notice as aforesaid, the contribution to be paid by the States in respect of him or her shall be the contribution which was so payable before the reduction in salary.
- (3) The provisions of this Regulation shall apply until such time as the member's salary rises above the level of that at which it was payable immediately prior to the reduction referred to in paragraph (1).
- (4) This Regulation does not apply where the contributory member's salary is reduced as a result of an employer-initiated salary reduction.⁴¹

15A Award of additional service⁴²

- (1) Subject to paragraph (3), this Regulation has effect where an employer-initiated salary reduction is applied to a contributory member's salary.
- (2) The employer must, by way of compensation for the detriment caused to that member's pension as a result of the reduction, award the member with such additional period of service as is determined by the Actuary having regard, amongst other things, to –

- (a) the amount of service accrued by the member immediately before the salary reduction date; and
 - (b) the member's salary received before the salary reduction date and on and after that date.
- (3) This Regulation does not have effect where an employer-initiated salary reduction is applied in the case of a member who has attained normal retiring age but has not left service.

16 Augmentation⁴³

An employer may pay an additional contribution to the fund to obtain added years of service for any contributory member, the amount of such additional contribution being determined by the Committee of Management on the advice of the Actuary.⁴⁴

17 Modification of scheme for Air Traffic Control Officers⁴⁵

In their application to Air Traffic Control Officers, these Regulations shall have effect subject to the following modifications –

- (a) the normal retiring age shall be 60 years and the definition of that phrase in Regulation 1 shall be construed accordingly;
- (b) the annual rate of retirement pension shall be calculated as 1/45th of the officer's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be amended accordingly.
- (c) ⁴⁶

18 Modification of scheme for Emergency Ambulance Officers⁴⁷

In their application to a person employed as an Emergency Ambulance Officer in the States of Jersey Ambulance Service (except a person employed in that Service who ceased to be a contributory member before 1st January 1999), these Regulations shall have effect subject to the following modifications –

- (a) the normal retiring age shall be 55 years and the definition of that phrase in Regulation 1 shall be construed accordingly;
- (b) the annual rate of retirement pension shall be calculated as 1/45th of the officer's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service, if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be amended accordingly.
- (c) ⁴⁸

19 Modification of scheme for the Chief and Assistant Chief Ambulance Officers⁴⁹

In their application to a person employed as the Chief Ambulance Officer or an Assistant Chief Ambulance Officer in the States of Jersey Ambulance Service whose basic salary due under his or her contract of service has been reduced by 4%, these Regulations shall have effect subject to the following modifications –

- (a) the normal retiring age shall be 60 years for such a person and the definition “normal retiring age” in Regulation 1 shall be construed accordingly;
- (b) the annual rate of retirement pension for such a person shall be calculated as 1/45th of his or her average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service, if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be construed accordingly.
- (c) ⁵⁰

20 Members of the Police Force and Fire Service, and Prison Governor⁵¹

- (1) In their application to members of the States of Jersey Police Force, the States of Jersey Fire and Rescue Service and, in relation to contributory members who retire on or after the 1988 appointed day, the Airport Rescue and Firefighting Service (within the meaning of Article 1 of the [Fire and Rescue Service \(Jersey\) Law 2011](#)), these Regulations shall have effect subject to the provisions of paragraph (2) and the following modifications –
 - (a) the normal retiring age shall be 55 and the definition of that phrase in Regulation 1 shall be amended accordingly.
 - (b) the references in Regulation 5 to the Civil Service Administration (Pensions) (Jersey) Rules 1963, shall be construed as references to the Police Force (General Provisions) (Jersey) Order 1974, the Fire Service (General Provisions) (Jersey) Regulations 1959, as the case may be;
 - (c) the annual rate of retirement pension shall be calculated as 1/45th of the member's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be amended accordingly;
 - (d) the power of the Chief Minister under Regulation 7(4) to require a member to retire at any time not more than 5 years before attaining normal retiring age shall not be exercisable save after consultation with the Minister for Home Affairs;
 - (e)
 - (f) ⁵²
- (2) In their application to the Chief Officer of the States of Jersey Police Force, the Chief Fire Officer or the Prison Governor or, in relation to a contributory member who retires on or after the 1988 appointed day, a person appointed as the chief fire

officer or deputy chief fire officer of the Airport Rescue and Firefighting Service, as the case may be, these Regulations shall have effect subject to the following modifications –

- (a) the member's normal retiring age shall be 60 years and the definition of that phrase in Regulation 1 shall be construed accordingly:

Provided that the Minister for Home Affairs, may, for reasons to be recorded in writing permit him or her to continue in service for a period of not more than 5 years after the member has attained normal retiring age;

- (b) the references in Regulation 5 to the Civil Service Administration (Pensions) (Jersey) Rules 1963, shall be construed as references to the Police Force (General Provisions) (Jersey) Order 1974 or, as the case may be, the Prison Officers (Jersey) Regulations 1957;
- (c) the annual rate of retirement pension shall be calculated as 1/45th of the member's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be amended accordingly;
- (d) the power of the Chief Minister under Regulation 7(4) to require a contributory member to retire at any time not more than 5 years before attaining normal retiring age shall not be exercisable in respect of him or her save after consultation with the Minister for Home Affairs.
- (e) ⁵³

20A Modification of scheme for prison officers⁵⁴

In their application to a person employed as a prison officer (within the meaning of Article 1(1) of the [Prison \(Jersey\) Law 1957](#)), these Regulations shall have effect subject to the following modifications –

- (a) subject to paragraphs (d) and (e), the normal retiring age shall be 60 years for such a person and the definition “normal retiring age” in Regulation 1 shall be construed accordingly;
- (b) the references in Regulation 5 to the Civil Service Administration (Pension) (Jersey) Rules 1963, shall be construed as references to the Prison Officers (Jersey) Regulations 1957;
- (c) the annual rate of retirement pension shall be calculated as 1/45th of the member's average salary for each year of service (calculated in completed years plus 1/12th of a year for each completed month in the final part-year up to the date of leaving service, or the date of attaining normal retiring age if earlier, plus any completed years of service between the date of attaining normal retiring age and the date of leaving service if later), subject to a maximum of 35 years of service, and Regulation 7(2) shall be amended accordingly;
- (d) in Regulation 7(4) “normal retiring age” means 55 years and the power of the Chief Minister under Regulation 7(4) to require a member to retire at any time not more

than 5 years before attaining normal retiring age shall not be exercisable save after consultation with the Minister for Home Affairs.

(e) ⁵⁵

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23 ⁵⁸

24 Transitional pensioners⁵⁹

- (1) In respect of a transitional pensioner (or any person to whom benefits are payable by virtue of the transitional pensioner's membership of the scheme) the benefits to which the transitional pensioner will be entitled under the scheme shall be payable in accordance with these Regulations subject to the provisions of the Transitional Regulations.
- (2) For the purpose of this Regulation –
 - (a) the Transitional Regulations shall have effect as if, on the day they came into force, they had amended these Regulations (as in effect on that day) by removing the deduction from benefits in respect of the abatement figure (as defined in original Regulation 6(6) of these Regulations immediately before 1st July 1998) (that is to say immediately before the revocation of that paragraph by Regulation 2(2) of the Public Employees (Contributory Retirement Scheme) (Amendment No. 15) (Jersey) Regulations 1998) in relation to any member to whom the Transitional Regulations apply;
 - (b) any calculation made under Regulation 8 shall disregard any reduction of pension resulting from commutation under Regulation 8(3) of the Transitional Regulations and shall be based on the pension which would have been payable to the member if there had been no such commutation.⁶⁰

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26 Transitional provisions in relation to removal of abatement deduction⁶²

In the case of a pensioner who has been in receipt of a pension which was subject to the deduction from benefits in respect of the abatement figure (as defined in original Regulation 6(6) immediately before 1st July 1998, that is to say immediately before the revocation of that paragraph by Regulation 2(2) of the Public Employees (Contributory Retirement Scheme) (Amendment No. 15) (Jersey) Regulations 1998) for each year of service, or a widow who has been in receipt of a pension which was before 1st July 1998 subject to a deduction on the same basis –

- (a) from 1st July 1998 the deduction shall cease; and

- (b) there shall be refunded to that pensioner or widow the total of the amounts so deducted on or after 1st January 1996.

27 Citation

These Regulations may be cited as the Public Employees (Contributory Retirement Scheme) (Jersey) Regulations 1967.

ENDNOTES

Table of Legislation History

Legislation	Year and No	Commencement	Project No (where applicable)
Public Employees (Contributory Retirement Scheme) (Jersey) Regulations 1967	R&O.5010	9 December 1967	
Public Employees (Contributory Retirement Scheme) (Amendment) (Jersey) Regulations 1967	R&O.5225	21 May 1969	
Public Employees (Contributory Retirement Scheme) (Amendment No. 2) (Jersey) Regulations 1973	R&O.5791	21 February 1973	
Public Employees (Contributory Retirement Scheme) (Amendment No. 3) (Jersey) Regulations 1973	R&O.5854	1 January 1968, 1 January 1972 and 25 July 1973	
Public Employees (Contributory Retirement Scheme) (Amendment No. 4) (Jersey) Regulations 1973	R&O.5886	7 November 1973	
Public Employees (Contributory Retirement Scheme) (Amendment No. 5) (Jersey) Regulations 1974	R&O.6106	2 September 1974	
Public Employees (Contributory Retirement Scheme) (Amendment No. 6) (Jersey) Regulations 1975	R&O.6216	3 December 1971	
Public Employees (Contributory Retirement Scheme) (Amendment No. 7) (Jersey) Regulations 1976	R&O.6303	16 June 1976	
Public Employees (Contributory Retirement Scheme) (Amendment No. 8) (Jersey) Regulations 1983	R&O.7225	24 July 1983	
Public Employees (Contributory Retirement Scheme) (Amendment No. 9) (Jersey) Regulations 1987	R&O.7679	1 January 1968	

Legislation	Year and No	Commencement	Project No (where applicable)
Public Employees (Contributory Retirement Scheme) (Amendment No. 10) (Jersey) Regulations 1988	R&O.7848	1 January 1988	
Public Employees (Contributory Retirement Scheme) (Amendment No. 11) (Jersey) Regulations 1989	R&O.7957	1 January 1988	
Public Employees (Contributory Retirement Scheme) (Amendment No. 12) (Jersey) Regulations 1992	R&O.8447	1 January 1990	
Public Employees (Contributory Retirement Scheme) (Amendment No. 13) (Jersey) Regulations 1995	R&O.8808	1 January 1988 and 30 March 1995	
Public Employees (Contributory Retirement Scheme) (Amendment No. 14) (Jersey) Regulations 1995	R&O.8886	23 November 1995	
Public Employees (Contributory Retirement Scheme) (Amendment No. 15) (Jersey) Regulations 1998	R&O.9248	1 July 1998	P.120/1998
Public Employees (Contributory Retirement Scheme) (Amendment No. 16) (Jersey) Regulations 2000	R&O.65/2000	1 August 2000	P.105/2000
Public Employees (Contributory Retirement Scheme) (Amendment No. 17) (Jersey) Regulations 2002	R&O.168/2002	1 January 2003	P.224/2002
Transfer of Functions (Economic Development Committee) (No. 2) (Jersey) Act 2003	R&O.154/2003	1 January 2004	P.189/2003
Public Employees (Retirement) (Additional Contributions – Amendments) (Jersey) Regulations 2005	R&O.105/2005	to be taken to have come into force on 1 January 2002 (by virtue of Regulation 6)	P.190/2005
States of Jersey (Amendments and Construction Provisions No. 1) (Jersey) Regulations 2005	R&O.42/2005	9 December 2005	P.56/2005

Legislation	Year and No	Commencement	Project No (where applicable)
Employment of States of Jersey Employees (Consequential, Amendment, Repeal, Transitional and Savings Provisions) (Jersey) Regulations	R&O.155/2005	9 December 2005	P.243/2005
Public Employees (Contributory Retirement Scheme) (Amendment No. 18) (Jersey) Regulations 2011	R&O.11/2011	9 February 2011	P.185/2010
Fire and Rescue Service (Jersey) Law 2011	L.26/2011	1 March 2012 (R&O.27/2012)	P.98/2011
Civil Partnership (Consequential Amendments) (Jersey) Regulations 2012	R&O.47/2012	2 April 2012	P.12/2012
Public Employees (Contributory Retirement Scheme) (States of Jersey Prison Service - Amendments) (Jersey) Regulations 2013	R&O.3/2013	1 February 2013	P.126/2012
Public Employees (Contributory Retirement Scheme) (Commutation of Small Pensions - Amendments) (Jersey) Regulations 2013	R&O.136/2013	29 October 2013	P.105/2013
Public Employees (Contributory Retirement Scheme) (Miscellaneous Amendments) (Jersey) Regulations 2015	R&O.104/2015	15 September 2015	P.79/2015
Public Employees (Pension Scheme) (Transitional Provisions, Savings and Consequential Amendments) (Jersey) Regulations 2015	R&O.142/2015	1 January 2016 – as to amendments made by Schedule 1; 1 January 2019 – as to amendments made by Schedule 2	P.99/2015
Public Employees (Pensions) (Deferred Pensions, Transfer Payments and Refund of Contributions) (Miscellaneous Amendments) (Jersey) Regulations 2017	R&O.126/2017	7 December 2017	P.93/2017
Marriage and Civil Status (Amendment No. 4) (Jersey) Law 2018	L.19/2018	1 July 2018 (R&O.68/2018)	P.91/2017

Legislation	Year and No	Commencement	Project No (where applicable)
Public Employees (Contributory Retirement Scheme) (Compensatory Added Years) (Amendments) (Jersey) Regulations 2019	R&O.44/2019	25 June 2019	P.37/2019

°Projects available at www.statesassembly.gov.je

Table of Renumbered Provisions

Original	Current
1(1) definition “relations” (i)	1(1) definition “relations” (a)
(ii)	(b)
(iii)	(c)
(iv)	(d)
1(2)	spent, omitted from this revised edition; former paragraph inserted by R&O.6106
1(3)	1(2)
1A	2
2	3
3	4
4	5
5	6
(3A)	(4)
(3B)	(5)
(3C)	(6)
(3D)	(7)
(4)	(8)
(5)	(9)
6	7
(2A)	(3)
(3)	(4)
(4)	(5)
(5)	(6)
(6)	repealed by R&O.9248
7	8
(2)(aa)	(2)(b)
(b)	(c)
8	9
9	10
10	11
11	12
(1A)	(2)
(2)	(3)
(3)	(4)
(4)	(5)

Original	Current
(5)	(6)
(6)	(7)
(7)	(8)
12	13
13	14
14	repealed by R&O.7957
15	repealed by R&O.7957
16	15
17	16
17A	17
17B	18
17C	19
18	20
(1)(f)	(1)(e)
(g)	(f)
(2)(f)	(2)(e)
18A	21
19	22
19A	23
19B	24
19C	25
19D	26
20	27

Table of Endnote References

- ¹ *These Regulations have been amended by the States of Jersey (Amendments and Construction Provisions No. 1) (Jersey) Regulations 2005. The amendments replace all references to a Committee of the States of Jersey with a reference to a Minister of the States of Jersey, and remove and add defined terms appropriately, consequentially upon the move from a committee system of government to a ministerial system of government*
- ² *Regulation 1(1) Functions transferred to the Economic Development Committee from the Telecommunications Board by R&O.154/2003, amended by R&O.44/2019*
- ³ *Regulation 1(1) substituted by R&O.7957, amended by R&O.8447, R&O.8808, R&O.8886, R&O.9248, R&O.155/2005, R&O.47/2012, R&O.142/2015, editorial change, in the definition “dependant”, dependant on him or her” deleted, “dependent on him or her” inserted instead*
- ⁴ *Regulation 1(2) substituted by R&O.142/2015*
- ⁵ *Regulation 2 inserted by R&O.8447*
- ⁶ *Regulation 2(1) amended by R&O.8808, R&O.142/2015*
- ⁷ *Regulation 2(2) inserted by R&O.8808*
- ⁸ *Regulation 3 repealed by R&O.142/2015*
- ⁹ *Regulation 4(1) amended by R&O.7957, R&O.8447*
- ¹⁰ *Regulation 4(2) amended by R&O.5854*

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- ¹¹ Regulation 4(5) inserted by R&O.8808, amended by R&O.142/2015
- ¹² Regulation 6 substituted by R&O.142/2015
- ¹³ Regulation 6(1) amended by R&O.142/2018
- ¹⁴ Regulation 7(2) substituted by R&O.9248, amended by R&O.44/2019
- ¹⁵ Regulation 7(2A) inserted by R&O.44/2019
- ¹⁶ Regulation 7(2B) inserted by R&O.44/2019
- ¹⁷ Regulation 7(3) substituted by R&O.104/2015, R&O.44/2019
- ¹⁸ Regulation 7(4) substituted by R&O.11/2011
- ¹⁹ Regulation 7(4A) inserted by R&O.11/2011, amended by R&O.142/2015
- ²⁰ Regulation 7(4B) substituted by R&O.142/2015
- ²¹ Regulation 7(4BB) inserted by R&O.142/2015
- ²² Regulation 7(4C) inserted by R&O.11/2011, amended by R&O.104/2015, R&O.142/2015
- ²³ Regulation 7(4D) inserted by R&O.11/2011
- ²⁴ Regulation 7(5) amended by R&O.7957
- ²⁵ Regulation 7(6) amended by R&O.7957, R&O.8447, R&O.8808
- ²⁶ Regulation 8(1) amended by R&O.9248
- ²⁷ Regulation 8(2) amended by R&O.5225, R&O.6106, R&O.7957, R&O.8447, R&O.9248, R&O.142/2015
- ²⁸ Regulation 8(3) substituted by R&O.47/2012, amended by L.19/2018
- ²⁹ Regulation 8(4) amended by R&O.5854, R&O.6106, R&O.9248
- ³⁰ Regulation 9(1) amended by R&O.5854, R&O.7957
- ³¹ Regulation 9(2) amended by R&O.5225, R&O.5854, R&O.7957
- ³² Regulation 9(3) inserted by R&O.9248
- ³³ Regulation 10(1) amended by R&O.8886, R&O.9248
- ³⁴ Regulation 10(2) amended by R&O.8886, R&O.9248
- ³⁵ Regulation 10(3) inserted by R&O.5854, amended by R&O.8886
- ³⁶ Regulation 10(4) inserted by R&O.8886
- ³⁷ Regulation 11 substituted by R&O.126/2017
- ³⁸ Regulation 11A substituted by R&O.142/2015
- ³⁹ Regulation 12 repealed by R&O.104/2015
- ⁴⁰ Regulation 13 amended by R&O.104/2015
- ⁴¹ Regulation 15(4) inserted by R&O.44/2019
- ⁴² Regulation 15A inserted by R&O.44/2019
- ⁴³ Regulation 16 substituted by R&O.8447
- ⁴⁴ Regulation 16 amended by R&O.8808, R&O.142/2015
- ⁴⁵ Regulation 17 inserted by R&O.6303, amended by R&O.8447, R&O.9248
- ⁴⁶ Regulation 17(c) deleted by R&O.126/2017
- ⁴⁷ Regulation 18 inserted by R&O.65/2000
- ⁴⁸ Regulation 18(c) deleted by R&O.126/2017
- ⁴⁹ Regulation 19 inserted by R&O.168/2002, amended by R&O.126/2017
- ⁵⁰ Regulation 19(c) deleted by R&O.126/2017
- ⁵¹ Regulation 20 heading substituted by R&O.3/2013
- ⁵² Regulation 20(1) amended by R&O.5791, R&O.5854, R&O.6106, R&O.7957, R&O.8447, R&O.9248, L.26/2011, R&O.3/2013, R&O.142/2015, R&O.126/2017, R&O.44/2019
- ⁵³ Regulation 20(2) amended by R&O.5791, R&O.5854, R&O.5886, R&O.6106, R&O.6216, R&O.7225, R&O.7957, R&O.8447, R&O.9248, R&O.142/2015, R&O.126/2017
- ⁵⁴ Regulation 20A inserted by R&O.3/2013
- ⁵⁵ Regulation 20A amended by R&O.142/2015, R&O.126/2017

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- ⁵⁶ Regulation 21 *repealed by R&O.142/2015*
⁵⁷ Regulation 22 *repealed by R&O.142/2015*
⁵⁸ Regulation 23 *repealed by R&O.142/2015*
⁵⁹ Regulation 24 *inserted by R&O.7957*
⁶⁰ Regulation 24(2) *amended by R&O.9248*
⁶¹ Regulation 25 *repealed by R&O.142/2015*
⁶² Regulation 26 *inserted by R&O.9248*