



## Benefit Schedule

### The Royal College of Surgeons in Ireland Defined Contribution Scheme("the Scheme")

This Benefit Schedule for the Royal College of Surgeons in Ireland Defined Contribution Scheme should be read in conjunction with the LifeSight Scheme Guide and associated membership forms.

Membership of the Scheme for full benefits is a condition of employment

The Scheme has been registered with the Pensions Authority and the Scheme's registration number is PB183381.

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| <b>College</b>                         | The Royal College of Surgeons in Ireland and any such other associated or subsidiary companies of the Company whose participation in the Scheme is approved by the Revenue Commissioners.   |
| <b>Scheme commencement and renewal</b> | The Scheme commenced on 1 February 2005 and the annual Review Date is the 1 <sup>st</sup> of October each year.   |
| <b>Normal Retirement Age</b>           | Age 65  |
| <b>Early Retirement</b>                | Subject to leaving employment, you can retire from 50 onwards with College and Trustee consent.<br><br>It may be possible to retire before age 50 if you leave service due to ill-health or disability.   |
| <b>Who can join?</b>                   | All employees who join the service of the College with effect from the 1 <sup>st</sup> January 2015 who are under the age of 65 will become members of the Scheme. Membership is voluntary for employees who joined the service to the College prior to the 1 <sup>st</sup> January 2015. |
| <b>When can I join?</b>                | Entry to the Scheme is mandatory.<br><br>You must complete and return an Application Form to your Scheme Contact.   |
| <b>Your Annual Contribution</b>        | Your contribution will be 5% of Salary for each Scheme year.  |

| <b>The College's Annual Contribution</b> | <p>The College will contribute to your Retirement Account each year as below:</p> <table border="1" data-bbox="512 253 1401 427"> <thead> <tr> <th>Scheme Service</th><th>College contribution (%of Salary)</th></tr> </thead> <tbody> <tr> <td>Up to 5 years</td><td>7%</td></tr> <tr> <td>Between 5 and 10 years</td><td>9%</td></tr> <tr> <td>Between 10 and 15 year</td><td>11%</td></tr> <tr> <td>Between 15 and 20 years</td><td>13%</td></tr> <tr> <td>Over 20 years</td><td>15%</td></tr> </tbody> </table> <p>In addition, the College also pays all costs and expense of managing and administering the Scheme (other than investment expenses).</p>   | Scheme Service | College contribution (%of Salary) | Up to 5 years | 7% | Between 5 and 10 years | 9% | Between 10 and 15 year | 11% | Between 15 and 20 years | 13% | Over 20 years | 15% |
|--|--|----------------|-----------------------------------|---------------|----|------------------------|----|------------------------|-----|-------------------------|-----|---------------|-----|
| Scheme Service                           | College contribution (%of Salary)  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| Up to 5 years                            | 7%   |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| Between 5 and 10 years                   | 9%   |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| Between 10 and 15 year                   | 11%  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| Between 15 and 20 years                  | 13%  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| Over 20 years                            | 15%  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| <b>Salary</b>                            | <p>Your annual rate of basic salary excluding benefits, bonus, commission, overtime and any other fluctuating elements of remuneration as calculated from time to time.</p>  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| <b>Family Member</b>                     | <p>A member who is married or in a lawfully registered civil partnership. You may also be classified as a Family Member if you have a Dependant partner with whom you are living and/or if you have a Dependant child accepted by the College as such. You must notify the College, in writing, of any of the above relationships.</p>   |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| <b>Death in Service Benefit</b>          | <p>If you die in the service of the Company before your Normal Retirement Age the value of your Retirement Account will be paid:</p> <p>The Trustees will pay the lump sum to such one or more of your Beneficiaries as set out in the LifeSight Scheme Guide.</p> <p>The College also insures a lump sum death benefit under a separate Life Assurance policy. In the event of your death in service, the Trustees of the Life Assurance policy will also pay benefits to your Dependents.</p>  |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| <b>Leaving Service Options</b>           | <p>Once you leave service, all contributions to the Scheme will cease.</p> <p>If you have completed less than two years of Qualifying Service, the part of your Retirement Account relating to the value of the College's contributions will not be available to you. You may:</p> <ul style="list-style-type: none"> <li>■ receive a refund of the value of your Personal Contributions, less tax at 20%;</li> <li><b>OR</b></li> <li>Leave the value of your Personal contributions in the Scheme. You will not be able to contribute anymore but the value will remain invested in your chosen fund</li> <li><b>OR</b></li> <li>■ transfer the value of your Personal Contributions, if any, to a new employer's pension arrangement, to an approved buy-out bond or to a PRSA, subject to certain requirements.</li> </ul> <p>See the LifeSight Scheme Guide for further details on Leaving Service Options.</p> |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |
| <b>Trustee of the Scheme</b>             | <p>The Trustee of the Scheme is Trustee Principles Limited</p>   |                |                                   |               |    |                        |    |                        |     |                         |     |               |     |

## Scheme Contact

Willis Towers Watson  
Willis HC&B (Ireland) Limited  
Willis Towers Watson House  
Elm Park, Merrion Road  
Dublin 4 (D04 P231)

Email: [dcadmin2.irl@willistowerswatson.com](mailto:dcadmin2.irl@willistowerswatson.com)

### **OR**

HR Department  
Royal College of Surgeons in  
Ireland 121 St. Stephen's Green  
Dublin 2

Email: [humanres@rcsi.ie](mailto:humanres@rcsi.ie)