

NPS SSP Contribution Rates

Update on litigation cases



Recap: New Pension Scheme (NPS)

Pillar I – NPS Pension

- Monthly pension equalling 2% of the **capped salary** per year of service (max. 70%)
- Capped Salary = 2 x salary G1/4
≈ G8/1
= **EUR 7 524.2 (NL)**

Pillar II – Salary Savings Plan

- Lump sum paid out with final salary

New Pension Scheme contributions:

28.5% of basic salary up to the capped salary

Jan 2024

Salary Savings Plan contributions:

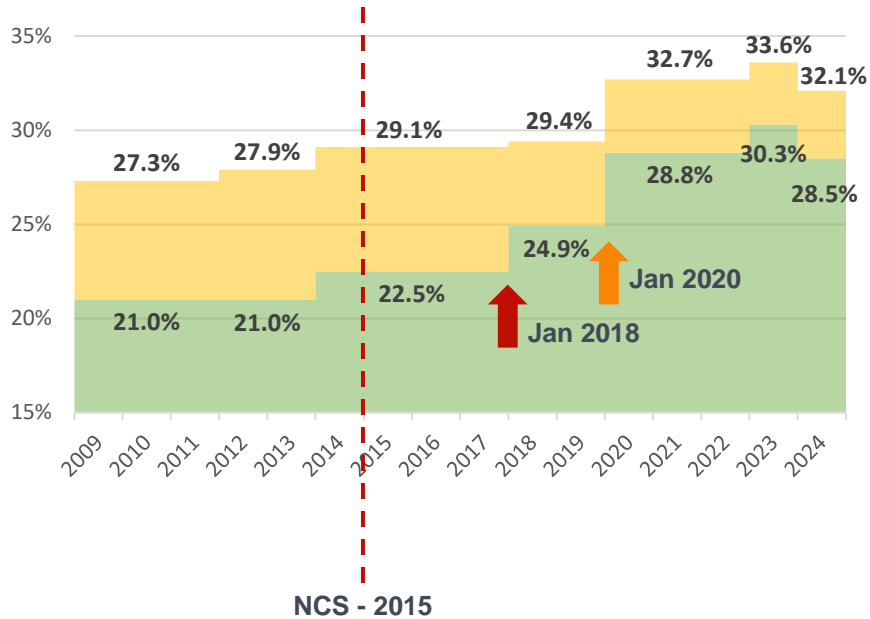
3.6% of basic salary up to the capped salary

32.1% of the part of basic salary exceeding the capped salary

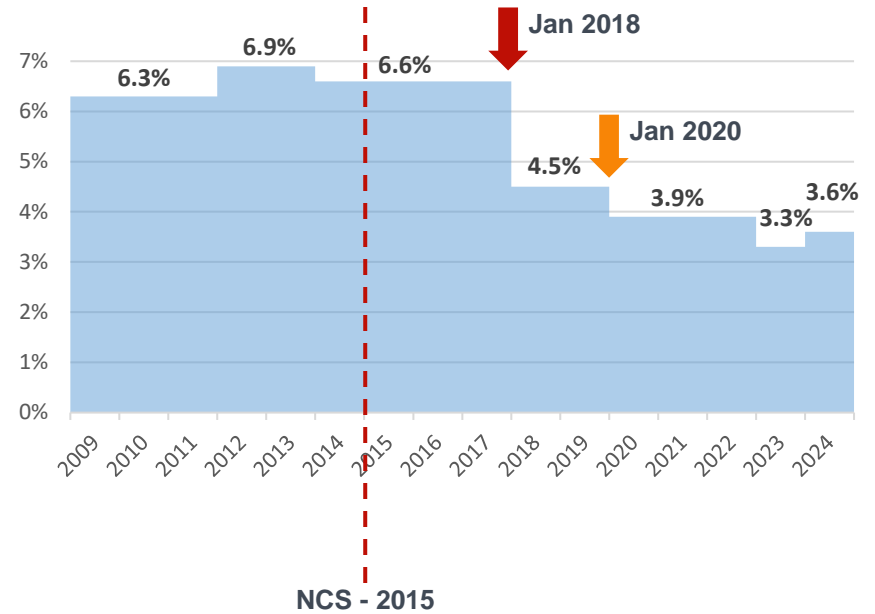
Jan 2024

Development of Pension Contribution Rates

OPS and NPS contribution rates



SSP contribution rate = OPS - NPS



ApC Opinion

.....the Appeals Committee **unanimously** considered that the Office had **violated the principle of duty of care**.....

In 2023 the ApC delivered its opinion on both cases.

.....highlighted that both systems, the old and the new pension scheme architecture, should deliver **comparable** outcome.... This may **no longer** be the case.....

..... **a full comprehensive review** of its pension scheme architecture, including all of its inseparable elements (the **NPS** and the **SSP**) should be performed by the Office.....

.....awarded **moral damages** to the Appellants.....

Opinions Positive for staff

....BUT the OFFICE disregarded the ApC opinions. Case sent to the ILOAT

