

**Reference No:** P18/9/54;     **Date:** 30/04/54

**Circular 3/1954:- Superannuation Act, 1954**

A Chara,

The Superannuation Act 1954, became law on the 13th April, 1954. The purpose of this Act is to give established women civil servants superannuation generally on the same basis as established men civil servants are eligible for under the Superannuation Acts, viz., a pension of 1/80th of annum salary for each year of pensionable service (subject to a maximum of 40/80ths) and a lump sum of 1/30th of salary for each year of service (subject to a maximum of 45/30ths), or a gratuity in the event of death in service after at least 5 years' pensionable service. The death gratuity is a years salary or 1/30th of salary for each year of service subject to a maximum of 45/30ths, whichever is greater. Hitherto women have been eligible to receive a pension of 1/60th of salary for each year of service (subject to a maximum of 40/60ths) but no lump sum or death gratuity could be awarded. No change is being made in the basis of award of marriage gratuity, which will continue to be calculated at 1/12th of annual salary for each years established service.

(Note: The Act does not apply to former officers or employees of Cumann an Arachais Naisiunta ar Shlainte who are provided for under section 7 of the Social Welfare Act, 1950).

2. The new superannuation terms apply automatically to women becoming established civil servants on or after the 13th April, 1954.
3. Women serving as established civil servants on the 12th April, 1954, have the choice of retaining their existing superannuation benefits or of applying for those of the Superannuation Act, 1954. In accordance with section 2(4) of the Act, officers whose applications to adopt the new terms are accepted will have their retiring lump sums increased by ½% in respect of each year of pensionable service which they had completed on the 12th April, 1954.
4. Regulations, entitled the Superannuation (Female Civil Servants) Regulations, 1954, have been made under the Act by the Minister to provide for the adoption of the new terms by existing officers. Copies of these Regulations may be obtained from the Stationery Office, and officers dealing with applications for the benefits of the 1954 Act should familiarise themselves with the Act and the regulations as this Circular does not purport to be exhaustive.
5. The provisions of the Act should be brought to the notice of all female officers who on the 12th April, 1954, were serving in an established capacity in your Department and sub-Departments (including officers on loan from other Departments) or who retired on pension since that date (excluding officers retired on grounds of ill health). An officer who wishes to adopt the provisions of the Act must complete Form A set out in the Regulations and must lodge it with the Head of her Department on or before the 13th October 1954. Particular attention is directed to this closing date as, under paragraph 4 of the Regulations, the Minister may not later accept applications if the failure to lodge the application in time was due to the officer's neglect or default. In the case of an officer who wishes to adopt the Act it is to her advantage to lodge Form A as soon as possible, as she will not be covered in respect of death gratuity until it has been decided, following lodgement of the Form, that she is of sound health. The date of receipt of the completed form by the Head of the Department should be recorded on it. If any officer does not wish to adopt the Act, a statement to that effect should be obtained from her before the closing date. Supplies of Form A may be obtained from the Stationery Office.
6. The benefits of the new Act may be extended only to persons whom the Minister decides to be of sound health. Where, having regard to an officer's sick absence record and any other relevant circumstances, it is doubtful whether this condition is fulfilled, a medical examination will be necessary. The officer will be notified in all cases, through her Department, of the Minister's decision. Where the

decision is favourable the provisions of the Act will apply with effect from the date on which the completed Form A was lodged by her (or, if she ceased to be an established Civil Servant before that date, with effect from the 13th April, 1954).

Mise, le meas,  
C.S. Almond.

Note: See also Circular 10/81 paragraphs 2 to 5 in Section 210 of the Personnel Code.