

# THE UNITED NATIONS JOINT STAFF PENSION FUND

## UNJSPF PRESENTATION TO UNV



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**Bonn, Germany - 24 April 2014**



# **Today's Presentation...**

- I) Overview - Facts and Figures**
- II) Scope and Purpose of the Fund**
- III) Participation in the UNJSPF**
- IV) Pension Fund specific Concepts and Terms**
- V) Key Factors determining Pension Benefits**
- VI) Types of Benefits provided**
- VII) Separation**
- VIII) The UNJSPF Website**

# I) **OVERVIEW – FACTS and FIGURES...**



# The UNJSPF...

- Established by UN General Assembly **in 1949**.
- Initially the Fund served UN staff; currently it serves **23 Member Organizations**.
- Number of active participants: **120,294** (end of 2013).
- Periodic benefits in award: **69,980** (end of 2013).

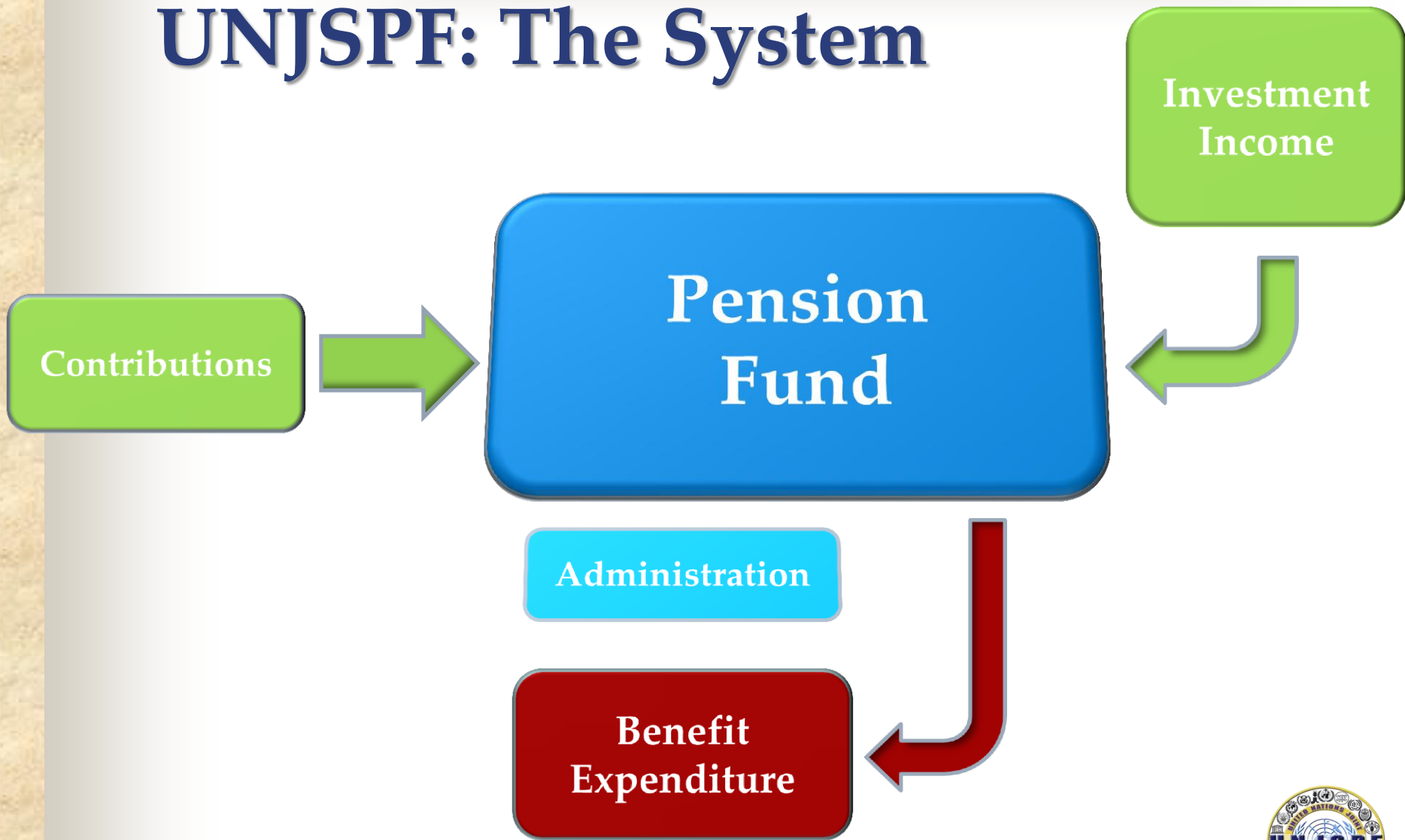


# The Fund's ASSETS are derived from...

- The contributions of participants;
- The contributions of the member organizations;
- The yield from investments of the Fund;
- Deficiency payments, if any;
- Receipts from any other source.



# UNJSPF: The System



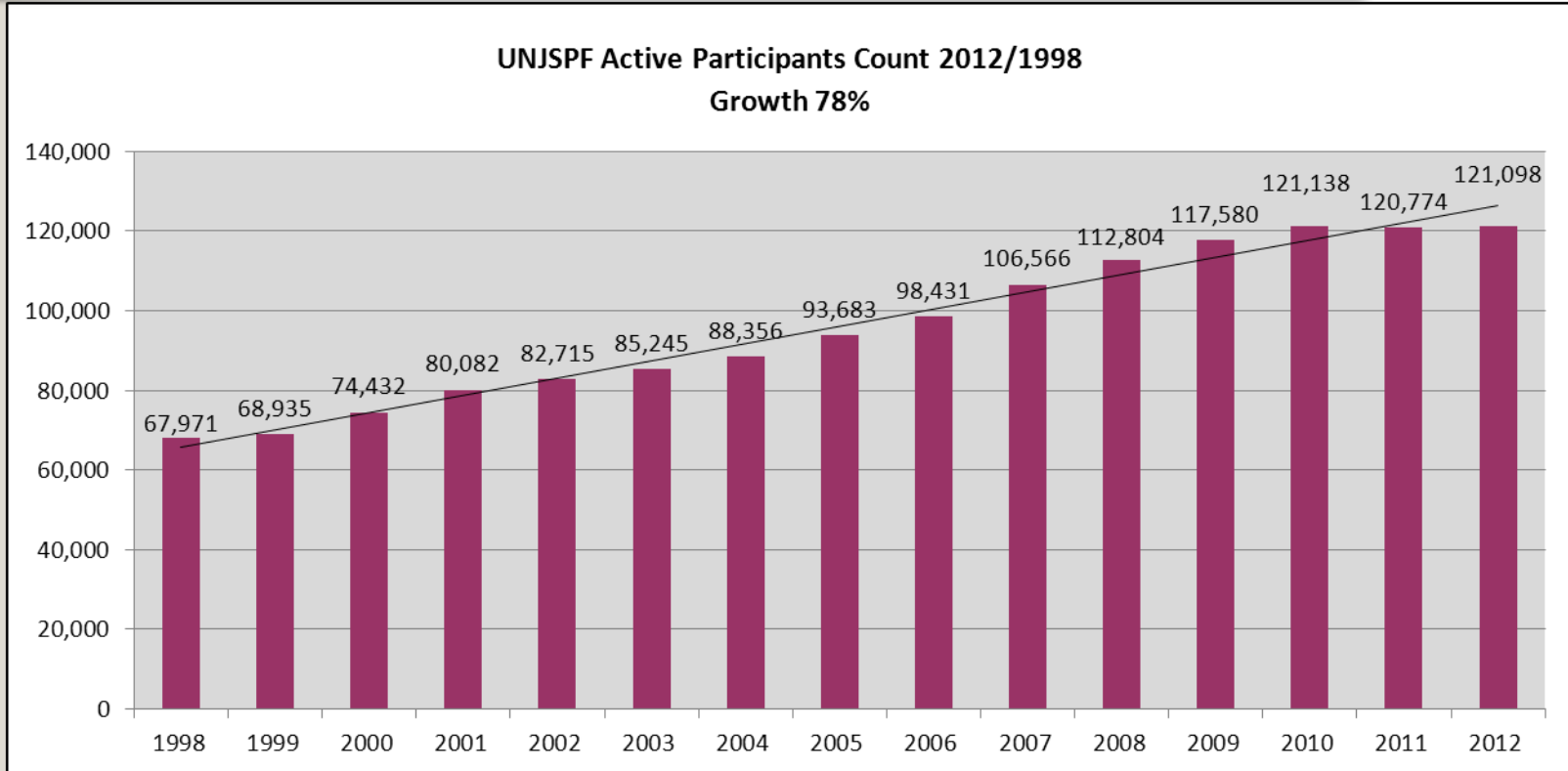
# Funding the Fund...

- **Market Value of Assets: \$52.1 billion** (as of 07/04/2014)
- **Contributions Received: \$2.16 billion per annum** (as of 31/12/2012)
- **Benefit Payments: \$2.2 billion per annum** (as of 31/12/2013)
- **Actuarial Situation: Deficit(\*) of 1.87%** (as of 31/12/2011)
  - 31<sup>st</sup> largest defined benefit plan in the United States and the 67<sup>th</sup> biggest worldwide
  - (\*) Second deficit since December 1995
  - For up to date information on investments, please visit the dedicated pages on the Fund's website at [www.unjspf.org](http://www.unjspf.org)





# Growth (Active Participants)



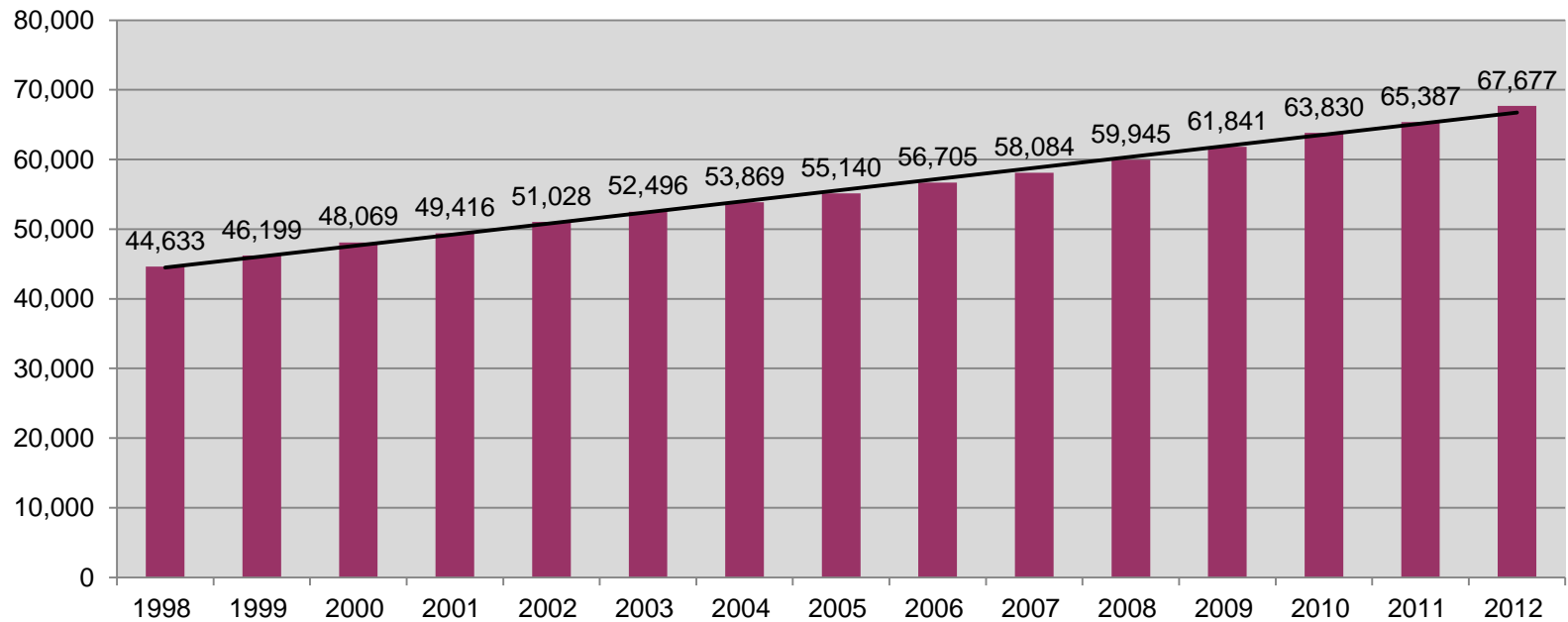
- Annual incoming contributions from active participants and member organizations: US\$ 2.16 billion (2012)





## Growth (Periodic Benefits in Payments)

**UNJSPF Number of Periodic Benefits in Payment 2012/1998**  
Growth 52%

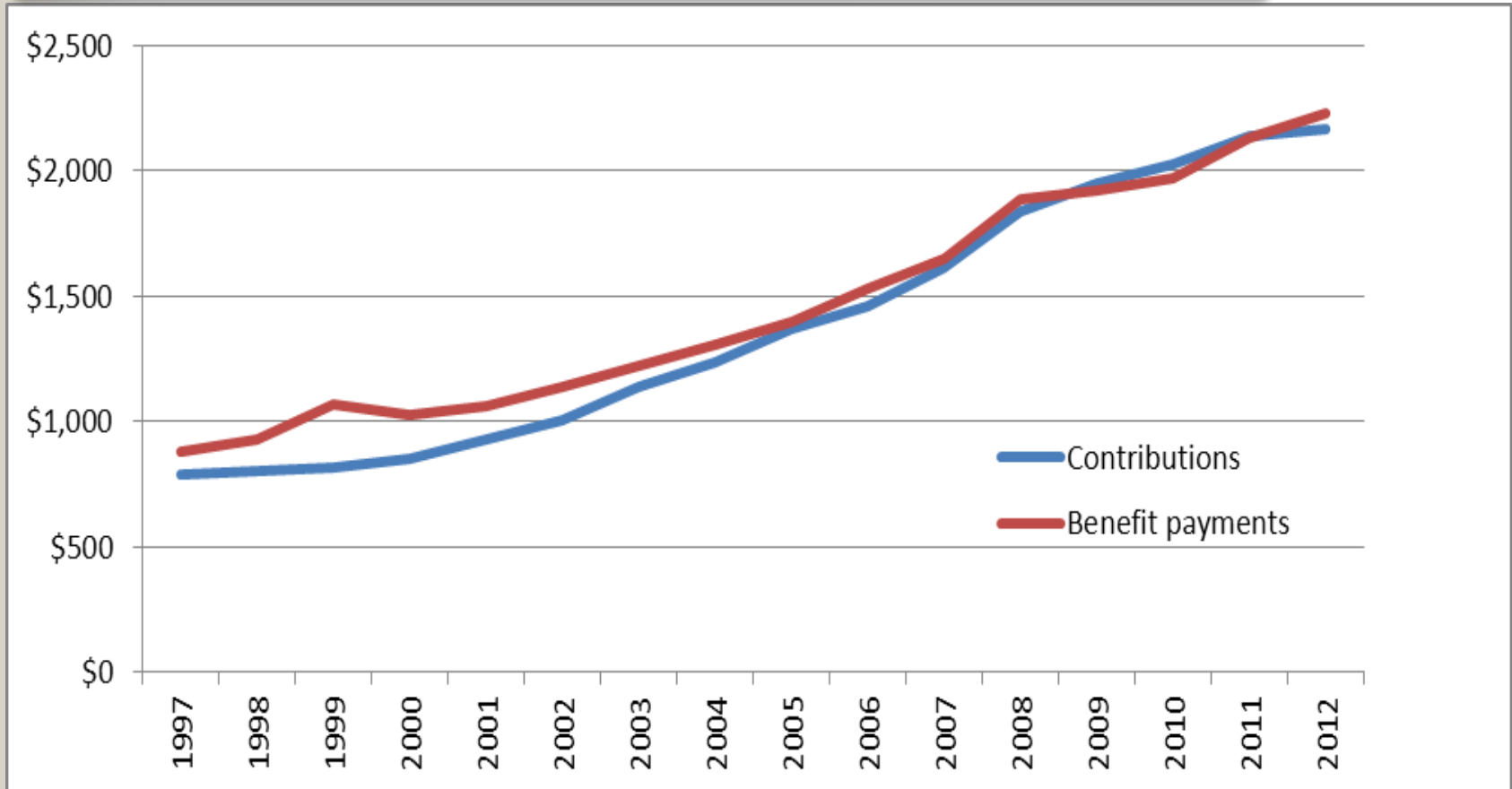


Total payments made in 2013: US\$2.23 billion, of which US\$1.7 billion were periodic benefit payments.

Payments were made in 15 currencies in some 190 countries worldwide.

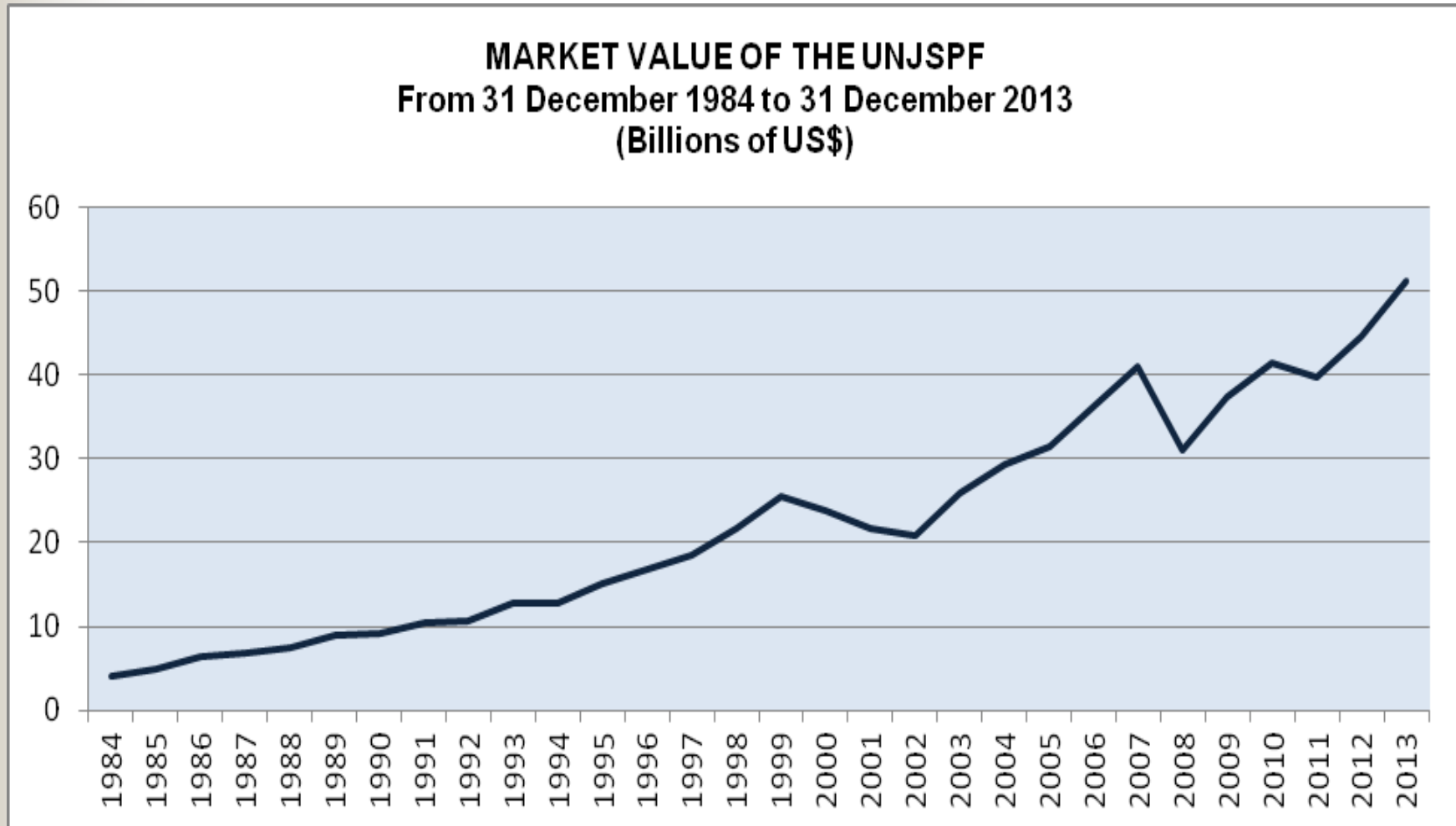


Historical Contributions and Benefit Payments...  
contribution income and benefit payments are close to balanced.



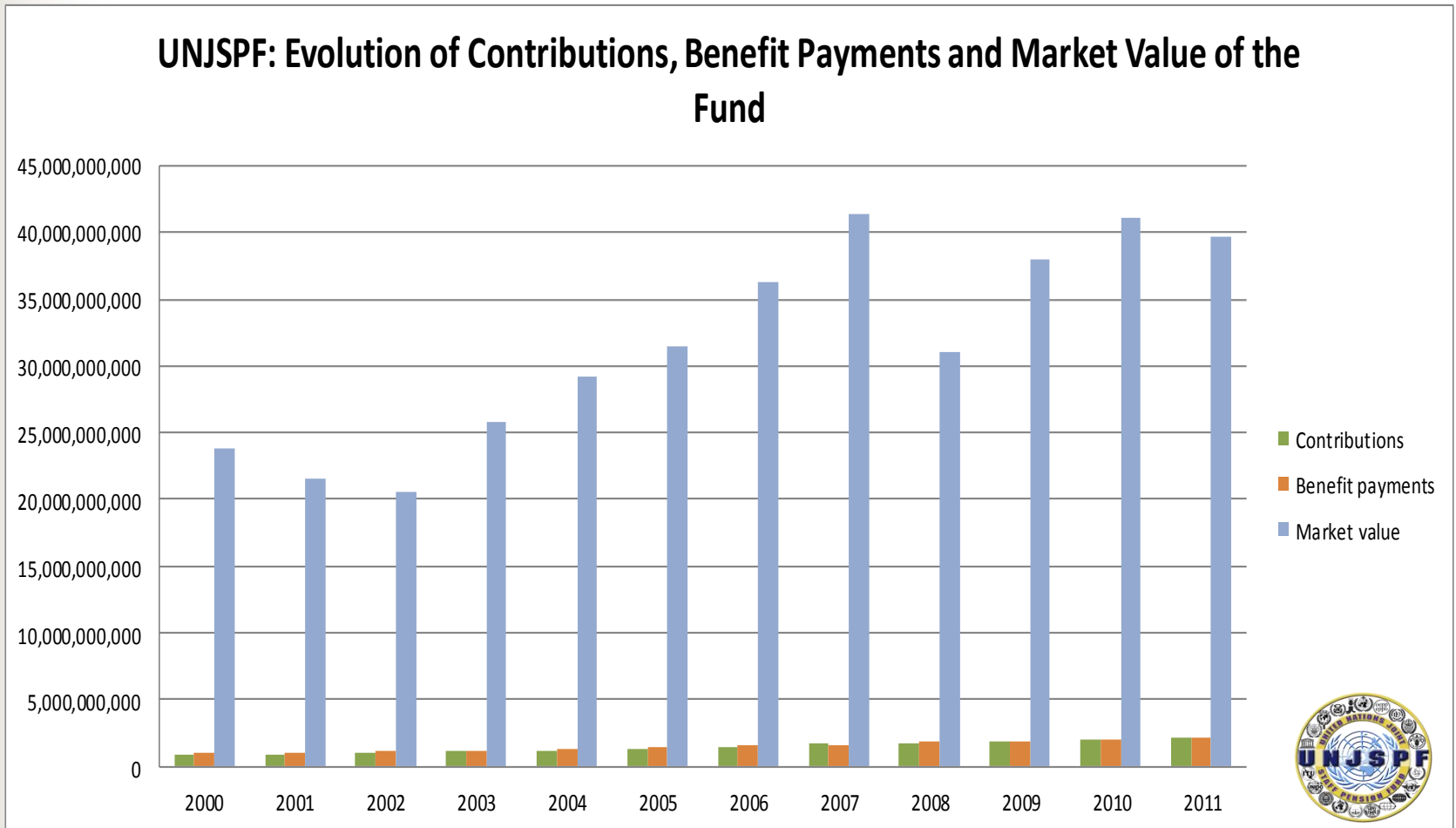
During 2012, the Fund received contributions in the amount of 2.16 billion USD and made over 700,000 monthly pension payments amounting to 2.2 billion USD.

# UNJSPF: Market Value of Assets



**The market value was at an all time high of USD 52.1 billion as at 07 April 2014**

# UNJSPF: Assets Market Value vs. Funding Status

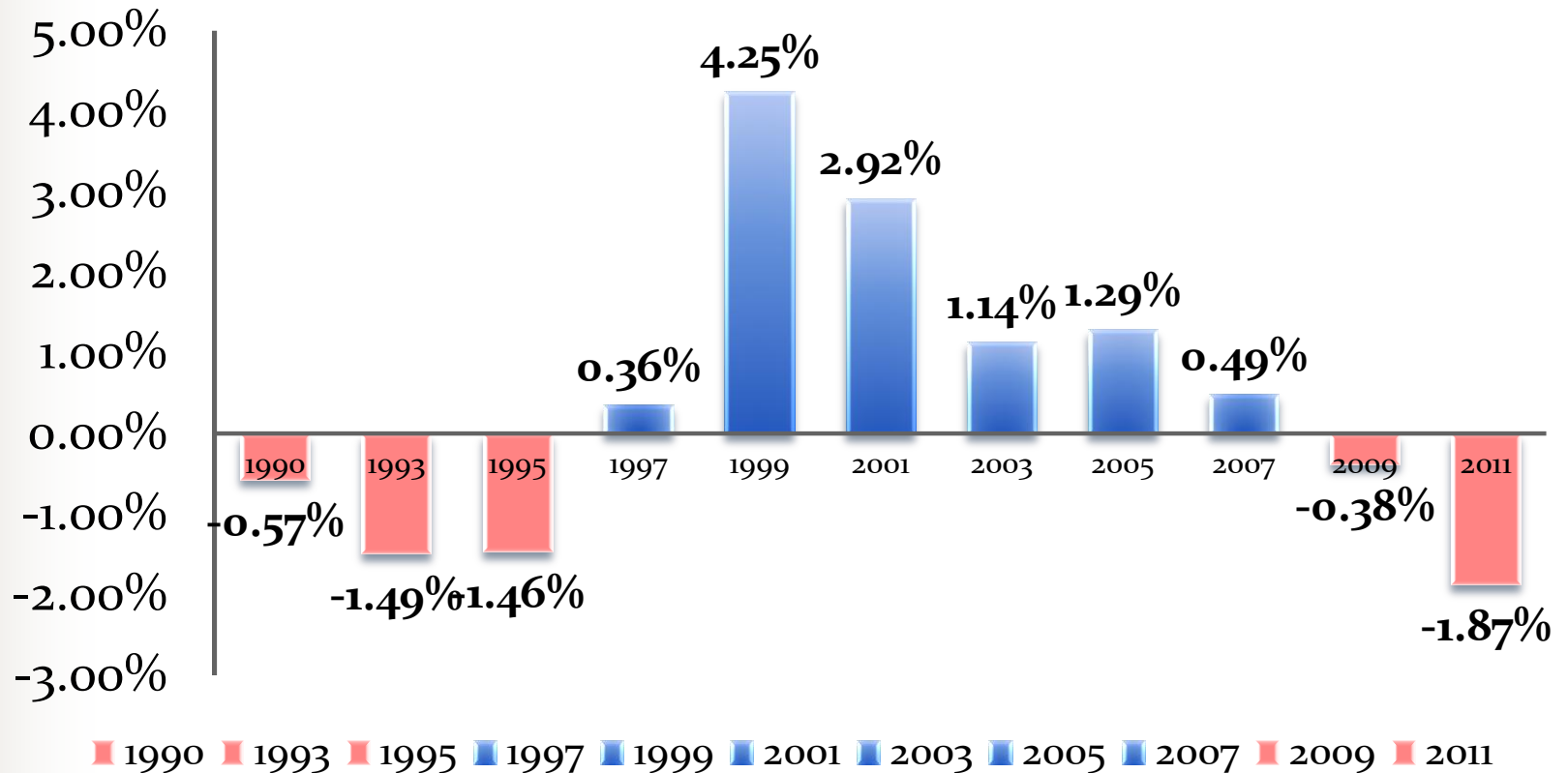




# ACTUARIAL VALUATION

31<sup>st</sup> Actuarial Evaluation of the Fund as at 31 December 2011 shows a deficit of 1,87% of pensionable remuneration.

(The current contribution rate of 23.70% would have needed to be 25.57% for the Fund to have been in balance on 31/11/2011.)



## II) SCOPE and PURPOSE OF THE FUND...



# SCOPE and PURPOSE OF THE FUND

## ■ RETIREMENT

To provide participants at retirement age with a pension representing **income replacement** proportionate to the salary earned during service.

## ■ DISABILITY and DEATH

To provide **benefit coverage** in case of (i) disability (for the participant) or (ii) death -in service or after retirement- (for entitled survivor/s).





## TYPE OF PENSION SCHEME

The UNJSPF is a Defined Benefit Pension Plan (as opposed to a Defined Contributions Plan):

- Assets are pooled.
- Benefits are determined based on a pre-determined formula.
- Benefits are NOT directly determined by the amount of contributions made over one's period of participation in the Fund...
- ...but are a function of time served, final salary and age.
- *In a defined benefit pension plan the employer promises the employee on retirement a periodic benefit that is predetermined or "defined" by a formula which considers the employee's earnings history, years of service and age, rather than resulting from what the employee and employer contributed and the investment returns. **THE "RISK" LIES WITH THE FUND, NOT THE PARTICIPANT.***



### **III) PARTICIPATION IN THE UNJSPF...**



# UNJSPF Participation (Article 21)

Are participants in the Pension Fund...

- Staff members appointed for **six** months or more,  
or...
- Staff members who complete **six** months of service on a series of consecutive appointments without a break of more than 30 days.

## UNJSPF Contributions

- Both the participant and the employing organization contribute a percentage of the participant's pensionable remuneration, presently **7.9** and **15.8** per cent respectively (i.e. a **total of 23.70%**).



# PARTICIPATION OPTIONS...

- **Validation** of prior non-contributory service (Article 23).
- **Restoration** of prior contributory service (Article 24).
- **Transfer of Pension Rights.**
- Voluntary contributions for **Special Leave Without Pay** (SLWOP) are possible and must be paid concurrently with the SLWOP.
  - If SLWOP is granted for more than 36 consecutive months and the participant does not contribute concurrently to the UNJSPF s/he will be deemed to have separated from the Fund.
  - Note: a spouse married and/or a child born to a participant while s/he is on non-contributory SLWOP are not entitled to survivor's benefits in case the participant dies during such period.
- **No other voluntary contributions are possible!**



# **IV) SOME PENSION FUND SPECIFIC CONCEPTS and PRINCIPLES...**



# UNJSPF PARTICIPATION...

## SOME UNJSPF PRINCIPLES TO KEEP IN MIND

1. **Participation in the Fund is mandatory, not optional.**

2. Once you become a Fund participant, **contributions are automatically deducted from your salary each month and reported to the Fund on your behalf.**

3. **NO voluntary contributions can be made to the Fund for periods of BIS or after separation.**

4. **You earn interest on your contributions** – it accrues at the rate of 3.25% per year while you remain an active participant and until your separation date.

5. **The Fund does NOT extend personal loans to participants, or advance payments, nor can a participant make withdrawals from his/her UNJSPF contributions.**

6. **The Fund does NOT make any payments to a third party.**

## Explaining the difference between MANDATORY AGE OF SEPARATION and NORMAL RETIREMENT AGE

- **The Mandatory Age of Separation** is set by the Staff Regulations of the employing Organization...
  - The age at which a staff member must separate from the service of his/her employing organization as determined by the Staff Regulations and Rules of that organization.
  - *Your employing organization, NOT the Pension Fund, regulates at what age you MUST separate from service. The Fund has no say in and no objection to your staying in active service after having reached NRA. You will simply accumulate additional CS.*
- **The Normal Retirement Age (NRA)** is set by the UNJSPF Regulations and Rules...
  - The normal age of retirement, i.e. the age at which a retiring participant would be entitled to a retirement benefit unreduced on account of age as determined by the UNJSPF Regulations and Rules.
  - For the UNJSPF Normal Retirement Age is either age **60, 62** for participants who entered or re-entered the Fund on or after 01 January 1990 or **65** for those who entered or re-entered on or after 01 January 2014.
  - *The Pension Fund regulates which pension benefit you are entitled to and at what rate at the time of separation from service; your benefit option/s and amount depend on your age at the time of separation.*

# V) KEY FACTORS DETERMINING PENSION BENEFITS...



# KEY FACTORS determining Pension Benefits

The type and level of the benefit from the Fund depends on your...

- **Number of years of contributory service (CS);**
- **Age at the time of separation;**
- **Rate of benefit accumulation per year of CS;**
- **Final Average Remuneration (FAR) = average of the highest 36 months of Pensionable Remuneration during the last 5 years of CS;**





## DEFINITIONS OF SOME PENSION SPECIFIC CONCEPTS and TERMS...

- **Pensionable Remuneration (PR)** = is the part of a participant's salary used to calculate contributions due to the Fund. PR rates for GS & P staff members are provided in the according salary scales adopted by the GA.
- **Contributory Service (CS)** = accrues to a participant in pay status from the date of commencement to the date of cessation of participation
- **CS may also accrue** in respect of SLWOP or if prior service was validated or restored or if pension rights were transferred in.
- **Rate of accumulation** = is the rate at which your retirement benefit accumulates for each year of CS. The rate is determined by your date of entry into the Fund: As of 01/01/1983 = 1.5% for years 1-5, 1.75% for years 6-10, 2% for years 11-35, 1% for every year thereafter. Max. accumulation rate attainable = 70%.
- **Final Average Remuneration (FAR)** = the 36 completed calendar months of highest pensionable remuneration (PR) within the last 5 years of a participant's contributory service (CS).



## Pension Elements: CONTRIBUTORY SERVICE (CS)

<b>Less than 5 years of Contributory Service</b>	<b>5 years or more of Contributory Service</b>
<b>Withdrawal Settlement</b>	<b>Normal Retirement Benefit</b>
	<b>Early Retirement Benefit</b>
	<b>Deferred Retirement Benefit</b>
<b>Disability Benefit Survivor's Benefit/s</b>	



# Pension Elements: **AGE**

## **Normal** Retirement Age (NRA) ( with CS = or > 5 yrs):

- 60 if entry into the Fund before 1 Jan 1990
- 62 if entry into the Fund on or after 1 Jan 1990
- 65 if entry into the Fund on or after 1 Jan 2014

## **Early** Retirement Age (with CS = or > 5 yrs):

- 55 or older but less than 60/62 if entry into Fund before 1 Jan 2014
- 58 or older but less than 65 if entry into the Fund on or after 1 Jan 2014

## **Deferred** Retirement Age (with CS = or > 5 yrs):

- At any age younger than NRA, even if younger than 55/58



## Pension Elements: **Contributory Service and Age**

- If **CS less than 5 years** at any age:
  - Withdrawal Settlement
- If **CS 5 years or more** and **age less than 55/58** years:
  - Withdrawal Settlement OR
  - Deferred retirement benefit
- If **CS 5 years or more** and **age between 55/58 and NRA 60/62/65** :
  - Withdrawal Settlement OR
  - Deferred retirement benefit OR
  - Early Retirement Benefit
- If **CS 5 years or more** and **age = NRA 60/62/65 or older**:
  - Normal Retirement Benefit
- **Disability Benefit**, if granted, can start **at any age with any CS**

# Elements of a Pension: **Rate Of Accumulation (ROA)**

	Entry <u>before</u> 1 Jan 1983	Entry <u>on or after</u> 1 Jan 1983	
First 5 yrs of CS	2.00% p.y. => 60% max	1.50% p.y. => 7.50% max	
Next 5 yrs of CS		1.75% p.y. => 8.75% max	
Next 20 yrs of CS		2.00% p.y. => 40.00% max	
Next 5 yrs of CS		1.00% p.y. => 5% max	2.00% p.y. => 10.00% max
CS in excess of 35 yrs		1.00% p.y. with 5% max	1.00% p.y. with 3.75% max
<b>Maximum ROA</b>	<b>70%</b>	<b>70%</b>	
Corresponding Career	40 years	38.75 years	



## Elements of a pension: **FAR**

**Final Average Remuneration (FAR)** is...

...the average of the highest 36 months of pensionable remuneration

during the last five years (60 months) of contributory service prior to separation from service.

# Your Pensionable Remuneration Rate (PR)

## F. ANNUAL PENSIONABLE REMUNERATION

DATE			RATE	NO OF COMPLETE MONTHS	DATE			RATE	NO OF COMPLETE MONTHS	DATE			RATE	NO OF COMPLETE MONTHS			
DAY	MO.	YR.			DAY	MO.	YR.			DAY	MO.	YR.					
1	1	02	88,812	9	2	1	10	02	90,965	1	3	1	11	02	94,384	2	
4	1	03	94,384	7	5	1	8	03	96,625	1	6	1	9	03	101,644	4	
7	1	04	101,644	5	8	1	6	04	103,997	3	9	1	9	04	108,592	4	
10	1	05	108,592	3	11	1	4	05	111,049	5	12	1	9	05	115,274	4	
13	1	06	115,274	1	14	1	2	06	117,830	4	15	1	6	06	124,641	3	
16	1	9	06	127,306	4	17	1	1	07	127,306	3	18	1	4	07	130,373	5
19	1	9	07	134,532	4	20	1	1	08	134,532	1	21	1	2	08	137,700	6
22	1	8	08	146,721	4	23	1	12	08	150,104	1	24	1	1	09	150,104	9
25	1	10	09	153,476	3	26	1	1	10	153,476	7	27	1	8	10	156,853	5

...Remember to check your ANNUAL STATEMENT each year in May!

## **VI) TYPES OF BENEFITS PROVIDED...**





# TYPES OF BENEFITS PROVIDED...

- **Withdrawal settlement**
- **Retirement benefit at age 60, 62 or 65** (age 62 for new staff whose participation commenced or recommenced on or after 01/01/1990, age 65 if participation commenced or recommenced on or after 01/01/2014)
- **Early retirement benefit** (as of age 55, or as of age 58 for new staff whose participation commenced or recommenced on or after 01/01/2014)
- **Deferred retirement benefit** (any age before NRA, even before age 55/58)
- **Disability benefit**
- **Child's benefit**
- **Surviving spouse's and former spouse's benefit**
- **Residual settlement**

*NB: To be entitled to a retirement benefit highlighted in red font, you must have vested your pension rights!*



# The WITHDRAWAL SETTLEMENT (Article 31)...

...is a **one-time payment** that relinquishes all rights to a periodic retirement benefit.

- If you separate from service **before having accumulated 5 years of CS**, this is the only benefit you are entitled to. You will receive **your own contributions, with compound interest.**
- If you separate from service with **5 years or more of CS** and opt for the payment of a WS, you will receive the above **increased by 10% for each year in excess of 5 up to a max. of 100%;**
- The Withdrawal Settlement option is NOT available if you separate from service on or after your Normal Retirement Age unless you have less than 5 years of contributory service.



# The RETIREMENT BENEFIT (Article 28)...

...is a periodic benefit that is payable for life, monthly in arrears and unreduced on account of age.

- It carries prospective surviving spouse's rights as well as a child's benefit for each child under age 21.
- You are entitled to a full Retirement Benefit if...
  - You have vested your pension rights (**5 years or more of CS**);
  - You have reached **Normal Retirement Age** (NRA), i.e. 60, 62 or 65 (depending on your date of entry into the Fund, refer to slides 27 and 33);
- The Retirement Benefit allows for its partial commutation into a lump sum of up to a max. of 1/3 payable as a one-time cash payment at the time of separation. The balance would be payable as a reduced monthly pension for life.



# The EARLY RETIREMENT BENEFIT (Article 29)...

...is a periodic benefit that is payable for life, monthly in arrears, reduced on account of age.

- It is smaller than the Art. 28 benefit to reflect that it would commence sooner than NRA and would be paid over a longer period.
- The extent of the reduction depends on your age at the time of separation and the length of CS.
- It carries prospective surviving spouse's rights as well as a child's benefit for each child under age 21 payable as of NRA and until the child reaches age 21.
- You are entitled to elect an Early Retirement Benefit if...
  - You have vested your pension rights (**5 years or more of CS**);
  - **You have reached at least age 55 or 58** (depending on your date of entry into the Fund) on the date of separation from service **but not yet NRA**.
- The Early Retirement Benefit allows for its partial commutation into a Lump Sum of up to a max. of 1/3 payable as a one-time cash payment at the time of separation. The balance would be payable as a reduced monthly pension for life.



## The DEFERRED RETIREMENT BENEFIT (Article 30)\* ...

... is a periodic benefit that is payable for life, monthly in arrears, reduced on account of age if paid earlier than NRA. The extent of the reduction depends on your age at the time of separation and the length of CS.

- You are entitled to elect a Deferred Retirement Benefit once you have you have vested your pension rights (**5 years or more of CS**) at **any age under NRA** (even if younger than age 55 or 58).
- You must have reached at least 'early retirement age' 55 or 58 for the benefit to come into payment; i.e. choosing this benefit means you decided to leave your monies with the Fund until you reach NRA or at least age 55 or 58.
- The full deferred benefit would be payable only at NRA. Payment at any date between age 55/58 and NRA would be reduced in the same manner as an Early Retirement Benefit. **YOU decide at which date/age you want the benefit to come into payment, i.e. which reduction factor is applicable.**
- The Deferred Retirement Benefit carries prospective surviving spouse's rights, however...
- ... it NEVER carries an entitlement to a child's benefit !
- The Deferred Retirement Benefit does NOT allow for its partial commutation into a lump sum.

\* *Do not confound this benefit with the option to defer your benefit election or payment under Article 32 !*



# The DISABILITY BENEFIT (Article 33)...

...is a periodic benefit payable on a monthly basis if, due to an illness or injury, a participant can no longer continue working and if the illness or injury is likely to be permanent or of long duration.

- The Disability benefit payment starts after separation from service or after all paid sick and annual leave has been exhausted. It will be paid for as long as the incapacity continues and once you reach early retirement age 55 or 58 it is payable for life.
- Either the participant or his/her organization must apply for such benefit to the UN Staff Pension Committee (SPC).

## How much is a disability benefit ?

- The benefit is roughly equivalent to the retirement benefit one would receive if s/he was to continue working until NRA at the same level and step when the disability benefit is granted.



# The SURVIVING SPOUSE'S BENEFIT (Articles 34 & 35)...

...is a periodic benefit payable to your surviving spouse for life if:

- You died while still in service provided your spouse was married to you at the date of your death; or
- You died after separation from service and while receiving a periodic retirement benefit from the Fund provided your spouse was married to you at the date of your separation and remained married to you until your death.

## How much is a surviving spouse's benefit ?

- The benefit will be half the full benefit to which you were entitled regardless as to whether or not you opted to commute part of the benefit into a lump sum.





## The DIVORCED SURVIVING SPOUSE'S BENEFIT (Article 35bis)...

... is a periodic benefit payable to your divorced surviving spouse for life if s/he meets the requirements set forth in Article 35bis(b):

- You were married to your former spouse for a continuous period of at least 10 years during which contributions were paid in your respect to the UNJSPF;
- The Divorce Settlement Agreement/Judgment does NOT expressly state that the former spouse renounced UNJSPF pension entitlements.
- Your death must have occurred within 15 years of the date when divorce became final UNLESS at the time of death you were under a legal obligation to pay maintenance to your former spouse;
- The former spouse must have reached age 40 – otherwise payment will commence upon ex-spouse's 40<sup>th</sup> birthday;

## How much is a divorced surviving spouse's benefit ?

- If there is one (or more) surviving spouse(s) entitled to a widow/er's benefit, the survivor's benefit is divided between the surviving spouse(s) and the former spouse(s) in proportion to the duration of their marriages to the participant/retiree. If there is no widow/er entitled to a survivor's benefit, the ex-spouse's benefit is equivalent to  $\frac{1}{2}$  of the full benefit payable to you during your lifetime.





## The SPOUSE MARRIED AFTER SEPARATION (Article 35ter)...

As from 1 April 1999, a former participant receiving a pension may elect to purchase a spouse's annuity, through a reduction of his/her periodic benefit, subject to certain limitations to protect both the Fund and the participant.

- Such election must be made within **one year** from the date of marriage;
- The election shall become effective **18 months** after the date of marriage;
- The election, once effected, may NOT be revoked except by an **explicit request in writing** by the UNJSPF retiree in case of **divorce or by death of the spouse**. A final divorce decree issued by competent national court must be provided. No payments will be refunded; such payments will not convey to the divorced spouse a benefit entitlement from UNJSPF either.

# The CHILD'S BENEFIT (Article 36)...

... is payable to each child of a participant who died in service or of a beneficiary (during his/her life time) entitled to a retirement, early retirement or disability benefit who died while the child remains **UNDER AGE 21**.

- Such benefit is also payable to any child **OVER** age 21 and found by the Fund's Staff Pension Committee (SPC) to be incapacitated by illness or injury for substantial gainful employment.

## How much is a child's benefit ?

- The benefit is derived from the benefit payable to the beneficiary. The annual amount is 1/3 of the beneficiary's benefit , subject to a minimum amount of ~ US\$ 1,673 per year and to a maximum amount of ~ US\$ 3,329 per year (as of April 2012).





## The SECONDARY DEPENDANT's BENEFIT (Article 37)...

A secondary dependant = mother or father or brother or sister.

**ONLY one of them!**

- If father or mother → benefit = widow(er)'s benefit
- If brother or sister → benefit = child's benefit

**Subject to the following conditions:**

- no child or surviving spouse benefit is/was payable.
- in the case of a brother or a sister, no deferred retirement benefit was payable.

# The Residual Settlement (Article 38)

- **When is a residual benefit payable?**
  - If you die in service or while receiving a benefit from the Fund, provided there is no monthly survivor's benefit payable by the Fund.
  - It is a one time payment made only if the total amount of benefits already paid to you and/or to your survivors was less than your own contributions.
- **How much is a Residual Settlement?**
  - A Residual Settlement is the amount of your own contributions, with interest, minus any payments which have been made to you and/or your survivors.
- **To whom is the residual benefit payable?**
  - The Residual Settlement will be paid to any person(s) or institution(s) designated by you on the Fund's "Designation of Recipient of a Residual Settlement" form PENS.A/2 in accordance with % (if any) set by you.
  - If no original and duly completed residual settlement form is available, the Residual Settlement becomes payable to the estate.



# Designation of Beneficiary (form A/2)

## UNITED NATIONS JOINT STAFF PENSION FUND

### DESIGNATION OF RECIPIENT OF A RESIDUAL SETTLEMENT UNDER ARTICLE 38 OF THE REGULATIONS

Pension Number

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**INSTRUCTIONS:** Please read the instructions below before filling out this form

1. A residual settlement (equal to your own contributions with compound interest) becomes due to the designated recipient(s) should you die in service and there are no survivors entitled to a benefit under articles 34, 35, 36 or 37 of the Regulations of the United Nations Joint Staff Pension Fund.

**Note:** A residual settlement may become payable after a former participant in receipt of a monthly benefit dies, provided that (i) there are no survivors entitled to a benefit under articles 34, 35, 36 or 37, **AND** (ii) the total amount of the benefits previously paid to him/her was less than his/her own contributions with compound interest. The difference would be paid to the designated recipient(s).

2. If more than one recipient is designated, the recipients will share equally unless otherwise indicated. The share of a designated recipient who may predecease you will be distributed among surviving recipients in the ratio of their own shares. If no one is designated before your death or if no one designated survives you, the settlement will be paid to your estate.

3. Please complete this form using **BLOCK LETTERS** in type or print and return it duly signed to the Secretary of your Staff Pension Committee, or to the UNJSPF if you are a staff member of the UN, e.g., UNICEF, UNHCR, UNFPA, UNDP, etc. *It is suggested that you keep a copy of the completed form with your other important documents.*

4. You may alter your designation of a recipient at any time by submitting a new form which will supersede the previous one.

I, _____ (Last name) (First) (Middle)	ORGANIZATION	DUTY STATION
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hereby designate the person(s)/entity(ies) shown hereunder as recipient(s) of the residual settlement. I hereby cancel and revoke any previous designation.

RECIPIENT'S NAME IN FULL	RECIPIENT'S Date of Birth (DD/MM/YY)	Sex	RECIPIENT'S ADDRESS Phone and E-mail	RECIPIENT'S RELATIONSHIP TO YOU (if any)	SHARE TO BE PAID (%)
<i>(Total must add up to 100%)</i>					

Date: \_\_\_\_\_  
 (day) (month) (year)

\*(Signature of Participant)

**\*NOTE:** The completed form must bear your ORIGINAL SIGNATURE, no faxes or e-mails will be accepted.

**APPLICABLE ONLY TO NEW ENTRANTS OR RE-ENTRANTS:**

It may be possible to validate prior non-contributory service and/or restore prior contributory service, if any, under articles 23 & 24 of the Regulations, provided that you apply within one year of your entry/re-entry date to the Fund, but before separation should you separate from service earlier. For more information, please visit the UNJSPF website ([www.unjspf.org](http://www.unjspf.org)).

# COMMON MISCONCEPTION...

*“I have heard that I must have 15, 25, or 30 years of service when I retire to be entitled to a pension benefit. Is this correct?”*

## Those “magic” figures relate to...

- The 15 year figure relates to the **increased Withdrawal Settlement** (10% increase each year of CS after 5 years, up to max. 15 years).
- The 25 or 30 year figures relate to the **reduction factor** applicable for **Early Retirement**, they do NOT apply for retirement at the normal age of retirement (NRA).





# PARTICIPANTS, KEEP IN MIND THAT...

...All UNJSPF Reference Documents are available on the Fund's website at <http://www.unjspf.org> – REGISTER TO HAVE SECURE ACCESS TO SOME OF YOUR PERSONAL UNJSPF DOCUMENTS!

- **UNJSPF Regulations and Rules**
- The **CEO's Annual letter**: provides information about recent developments and changes in the Fund's Regulations; normally published on the Fund's website in the first quarter of the year for the previous year.
- **ANNUAL STATEMENT**: an annual update on your participation status and contributions. Please check your Annual Statement every year to ensure all information in it is correct! If you note discrepancies, please report them to your EO who will review and, if applicable, submit corrective PAs to the UNJSPF. Normally the AS is published on the Fund's website mid-May each year for the previous year.
- **BENEFIT ESTIMATE for Participants**: you can run your own estimate, enter potential separation dates as well as specific LS amounts... The estimates are based on your data in file with the Fund as reported to us by your employing organization/s.

## ...You must remember to:

- Inform your employer of any change in family status and/or name as well as any errors you may note in this respect in the Fund's Annual Statements.
- Submit to the Fund a duly completed, date and signed **ORIGINAL "Designation of Beneficiary" form PENS.A/2**. You may change your designation of beneficiary and submit a revised original form whenever you wish.

# VII) SEPARATION FROM SERVICE...







# AT SEPARATION FROM SERVICE...

## You must:

- **Be informed** of your options (run your own estimate);
- **Submit original, signed payment instructions** (forms Pens.E/6 or Pens.E/7)
- **Keep in mind the option open to you under Article 32, i.e. DEFERMENT OF CHOICE:**
  - If you expect to re-enter the UNJSPF within 36 months from the date of separation, you may wish to **defer the benefit election or payment of your benefit for a period of up to max. 36 months under Art. 32** of the UNJSPF Regulations.
  - Be mindful to refer to the related conditions under Article 46! If you elect this option, only page 1 of form PENS.E7 must be submitted at the time of separation.

## Your employing organization must:

- Submit separation documents to the UNJSPF (Original Separation personnel action PF4 and Separation Notification or finance clearance).

# VIII) THE UNJSPF WEBSITE...



# The UNJSPF Website

[www.unjspf.org](http://www.unjspf.org)

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United Nations Joint Staff Pension Fund

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*Welcome*



*Bienvenue*

---

Caisse commune des Pensions du Personnel des Nations Unies

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# The UNJSPF Website

Participant



United Nations Joint Staff Pension Fund

## **Participant**

*(Employee of UNJSPF member organization)*

## **Beneficiary**

*(Recipient of UNJSPF monthly benefit)*

## **FAFICS**

*(Federation of Associations of Former International Civil Servants)  
Member*

## **SPC/UN Focal Point**

*(Staff Pension Committee / UN Focal Point)  
Member*

## **Pension Board**

*(Pension Board and/or the Standing Committee)  
Member*

## **Committee of Actuaries**

*Member*

## **Investments Committee**

*Member*



# The UNJSPF Website



**REGISTER  
HERE!**

Participants  
Beneficiaries  
SPC/Focal Points  
FAFICS  
Committee of Actuaries  
Pension Board  
Investments Committee

United Nations Joint Staff Pension Fund


RESET

I'm looking for...  Home Forms Publications Regulations & Rules About the UNJSPF


- My Fund**
- Login **Register**
- Annual Statement
- Benefit Estimate
- What's New
- Interactive Guides
- Annual Letter
- Forms
- Publications & Documents
- Annual Reports
- Frequently Asked Questions
- Investments
- Regulations & Rules
- Quick Overview
- UN Rates of Exchange
- Fund's Structure
- Member Organisations
- Contacting Us

Welcome, Participant!


### Benefit Estimate System

 You may receive an estimate of your benefits online. The system allows you to choose any valid separation date. It also allows you to perform the benefit calculation using a Lump-Sum amount of your choice, as well as different Pensionable Remuneration dates.


### Annual Statement Online


 Access your Annual Statement online! Beginning with your 2003 Annual Statement, you may access your statements by logging into our secure system. Before you can access the system, you need to register, using your Pension Number and some personal information.

### Publications and Documents

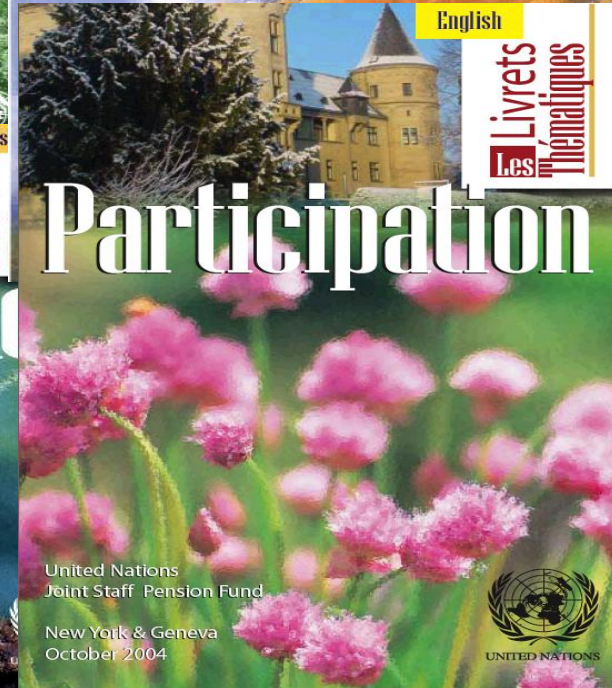
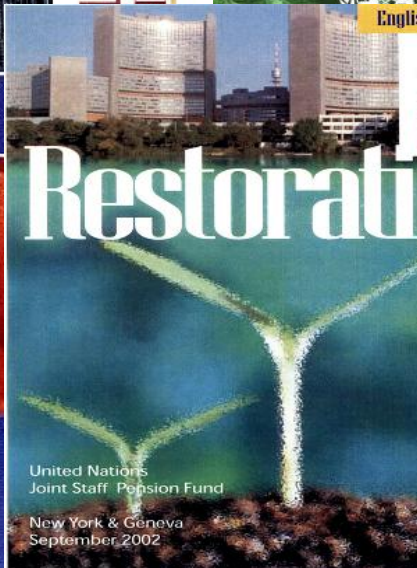
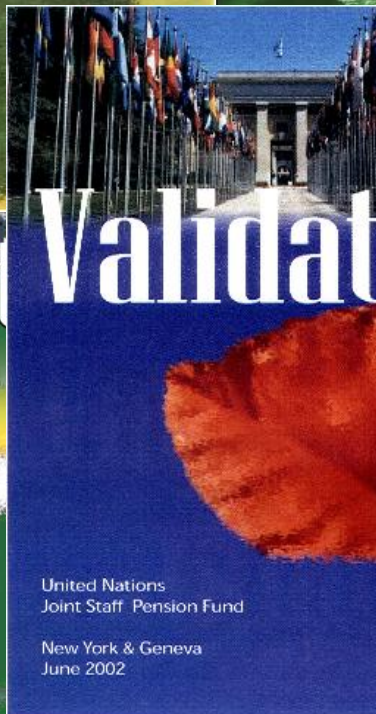
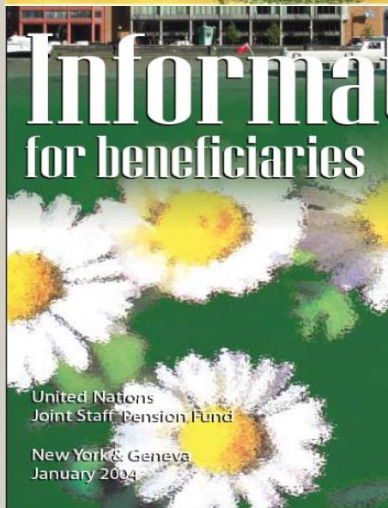
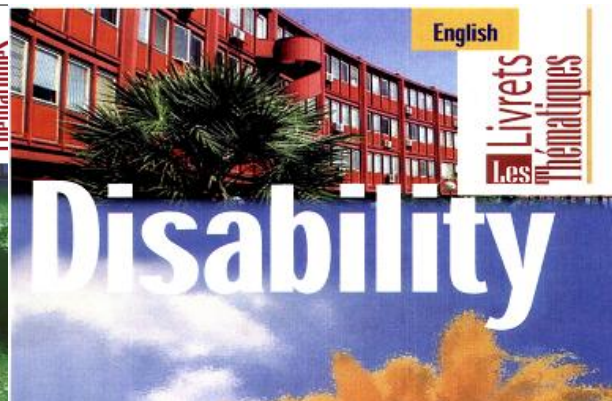
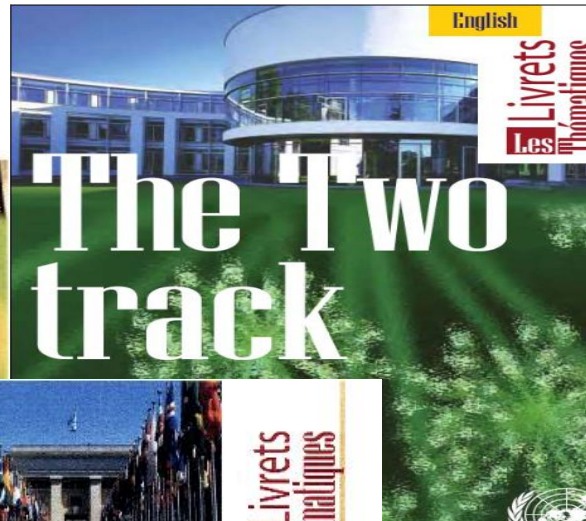
 In addition to the official publications, you can find the brochures from the new series 'Livrets Thématiques', which contain easy-to-follow answers to the most commonly asked questions. They are presented in PDF format. [more...](#)

### Latest News

 **2005 Annual Letter**  
The 2005 Annual Letter from the CEO of the Fund is now available on the site in English, French and Spanish.

 **2005 Annual Report**  
The 2005 Annual Report is now available in English and French from the 'Annual Reports' page, as well as 'Publications and Documents' page.

# Help on the web: The Booklets



# Example of a BENEFIT ESTIMATE



UNITED NATIONS JOINT STAFF PENSION FUND  
 CAISSE COMMUNE DES PENSIONS DU PERSONNEL DES NATIONS

**New York (Headquarters)**  
 Room S-646, UNITED NATIONS, N.Y., N.Y. 10017  
 Tel: (212) 963-6931; Fax: (212) 963-3148  
 E-mail: UNJSPF@UN.ORG  
 Cable: UNATIONS NEWYORK  
 Web: <http://www.unjspf.org>

**Office at Geneva**  
 PALAIS DES NATIONS  
 Office D-108, CH-1211, Geneva 10  
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 E-mail: JSPPF@Aigle.NO.CH  
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25/10/2021

PERSONAL AND CONFIDENTIAL

PENSION NO [REDACTED]

The information the UNJSPF provides on the web site is made available for the convenient access of our participants. While the UNJSPF makes every attempt to ensure the information provided is reliable, human or mechanical error remains a possibility. Therefore, the UNJSPF does not guarantee the accuracy, completeness or timeliness of information, and will not be held responsible for any errors or omissions or for the use of, or results obtained from the use of information. This applies to sites hyperlinked to and from the UNJSPF web site.

DATE OF SEPARATION 02/12/2021

RETIREMENT - ARTICLE 28

1. FULL PENSION . . . . .	PER YEAR	\$53,886
PROSPECTIVE SURVIVOR . . . . .	PER YEAR	\$26,943
OR		
2. REDUCED PENSION . . . . .	PER YEAR	\$20,673
TOGETHER WITH LUMP SUM (MAXIMUM)		\$383,417
PROSPECTIVE SURVIVOR . . . . .	PER YEAR	\$26,943

Full Pension  
WITHOUT  
Lump Sum

Reduced Pension  
WITH max.  
Lump Sum

Prospective  
Survivor's  
Pension





# IF YOU NEED ASSISTANCE...

**UNJSPF - NEW YORK**

**1 Dag Hammarskjöld Plaza,**

**2<sup>nd</sup> Avenue & 48<sup>th</sup> Street, (37<sup>th</sup> Floor)**

**Tel: 1-212-963-6931**

**Fax: 1-212-963-3146**

**E-mail: [unjspf@un.org](mailto:unjspf@un.org)**

**Web: <http://www.unjspf.org>**

**Visiting hours are 10:00AM – 5:00PM, Monday through Friday, no appointment is needed.**







**Thank you for your attention!**

**TIME for QUESTIONS and ANSWERS...**