

Civil Service Compensation Scheme

Scheme element	Voluntary exit	Voluntary Redundancy	Compulsory Redundancy
Standard Tariff	1 month's pay per year of service	1 month's pay per year of service	1 month's pay per year of service
Other Tariff (To offer more than standard tariff must have Minister for the Cabinet Office Approval)	Between statutory redundancy and twice standard tariff	Only Standard tariff applies	Only Standard tariff applies
Minimum qualifying service	2 years but employers may exercise discretion	2 years but employers may exercise discretion	2 years
Cap for those below pension age (subject to any tapering that may apply)	21 months' pay	21 months' pay	12 months' pay
Cap for those above pension age	6 months' pay	6 months' pay	6 months' pay (or 9 or 12 months based on service length)
Lower paid protection (for salary of under £23,000 pa)	At employers discretion	Must be applied	Must be applied
Higher paid cap (£149,820)	Must be applied	Must be applied	Must be applied
Notice period	3 months	3 months	3 months unless longer period applies under staff handbook / contract (with 6 months for those above normal pension age)
Early Access to unreduced pension Employer to top up 50 to 55 age group	Discretionary on current service. Any other pension benefits must be paid immediately	Must be permitted on current service. Any "other service" pension benefits will be	Cannot be permitted. All pension benefits preserved unless member opts to

(Classic) or 60-65 (Nuvos)	on actuarially reduced terms unless member buys out reduction	payable immediately on actuarially reduced terms unless member buys out reduction	take them actuarially reduced or opts to buy out the reduction
Early Access to unreduced pension Employer to top up 55 to scheme pension age	Discretionary on current service. Any other service will be preserved unless member opts to take it actuarially reduced or opts to buy out the reduction	Must be permitted on current service. Any other service will be preserved unless member opts to take it actuarially reduced or opts to buy out the reduction	Cannot be permitted. All pension benefits preserved unless member opts to take them actuarially reduced or opts to buy out the reduction
Early Access to unreduced pension employer does not top up 50 to scheme pension age	All pension benefits will be preserved unless member opts to take them actuarially reduced or opts to buy out the reduction	All pension benefits will be preserved unless member opts to take them actuarially reduced or opts to buy out the reduction	All pension benefits will be preserved unless member opts to take them actuarially reduced or opts to buy out the reduction
Claiming State Benefits and PPI	Unlikely to qualify but check any policies for details	Likely to qualify but check any policies for details	More likely to qualify but check any policies for details
Taxation	1st £30K exempt. Normal tax rules will apply with notional tax deductions at source may requiring a claim for tax refund.	1st £30K exempt. Normal tax rules will apply with notional tax deductions at source may requiring a claim for tax refund.	1st £30K exempt. Normal tax rules will apply with notional tax deductions at source may requiring a claim for tax refund.