



Employers can complete this form electronically and upload to the Employer Portal (NCC send to PenDocs)

LOCAL GOVERNMENT PENSION SCHEME

Ill-Health Retirement : Third Tier Pension Employer's Review Decision Notice

Norfolk Pension Fund

Employer	<input type="text"/>		
Member's Name	<input type="text"/>		
NI Number	<input type="text"/>	Payroll Ref	<input type="text"/>
Address	<input type="text"/>		Postcode <input type="text"/>

Original date of ill-health retirement / /

As his or her former Employer, we've reviewed this member's Third Tier ill-health retirement. I certify that our decision is that the member : *(please tick one box; enter a date if applicable)*

Review Decision: Tier Three Pension in payment

Still qualifies for a Third Tier ill-health pension.

Has obtained gainful employment. Stop the pension from / /

Is now capable of undertaking gainful employment. Stop the pension from / /

Now qualifies for Second Tier benefits with effect from / /

Review Decision after Tier Three Pension has ceased

Is capable of undertaking gainful employment. Ceased Third Tier Pension to remain deferred.

Now qualifies for ill-health pension to be reinstated from / /

Now qualifies for Second Tier benefits with effect from / /
(Only available within three years of Tier Three ceasing)

'Gainful employment' means paid employment for at least 30 hours per week for at least a year

Please enclose any doctor's certificate when sending this form to the Norfolk Pension Fund
Detailed ill-health guidance can be found overleaf and in your Employer's Administration Manual

I confirm that I am authorised to complete this form on behalf of an employer participating in the Norfolk Pension Fund. **If completing this form electronically add your email address to the "Signed" box:**

Signed **Date** / /

Contact Name **Telephone**

**Please send this certificate together with completed form R18(IH3) or R18 (review) to:
 Norfolk Pension Fund, 5th Floor, Lawrence House, 5 St Andrews Hill, NORWICH, NR2 1AD**

Ill-Health Retirement : Third Tier Review : Notes for Employers

Most ill-health decisions are made by the Employer, who must take advice from a doctor.

The Third ill-health Tier applies when a member has been certified by a doctor as both :

- permanently incapable of discharging efficiently the duties of his or her current employment
- and likely to be capable of undertaking gainful employment within three years but not straight away.

Benefits under this tier are not enhanced and are payable for a maximum of three years.

An Employer may (on a doctor's advice) reallocate a member from Tier Three to Tier Two (but not to Tier One). The increased benefits would not be backdated.

The member is legally required to inform the Employer if he or she obtains employment.

If this happens, the Employer must decide if it's 'gainful employment' (*see definition below*).

If a Third Tier benefit is still in payment after eighteen months, the Employer must review it. To help with this, the Norfolk Pension Fund will ask the member to complete a review form at the eighteen months point and return it to the Employer.

If the eighteen-months review shows that the member is now in 'gainful employment', the Third Tier benefit will end; and the Employer must decide whether or not to backdate this (and so whether or not any pension should be recovered) to when the 'gainful employment' started.

If the eighteen-months review shows that the member is not in 'gainful employment', the Employer must get a doctor's certificate as to whether the conditions for Third Tier ill-health retirement still apply (*see top of page*). If they do, the benefits will continue for up to another eighteen months (i.e. up to the three years maximum). If they don't, the pension will end.

The employer should send this form to Norfolk Pension Fund when:

- The member has obtained 'gainful employment' within the three-year payment period
- The member has been certified by a doctor as capable of undertaking 'gainful employment'
- The member has been certified by a doctor as still qualifying for Third Tier ill-health pension either at the 18 month review or any subsequent review
- The member has been certified by a doctor as qualifying for Second Tier ill-health pension

Glossary

'Doctor' means : an independent registered medical practitioner qualified in occupational health medicine (as defined in the Local Government Pension Scheme Regulations 2013 (as amended from time to time).

The employer must use a doctor approved by the Norfolk Pension Fund.

'Gainful employment' means : paid employment for at least 30 hours a week for at least a year.