

**CONSTITUTION AND TERMS OF REFERENCE FOR THE PENSIONS REVIEW
GROUP**

The Pensions Consultative Committee (PCC) has agreed to the formation of a Joint Working Group to review the pension provisions currently applicable to States of Guernsey employees.

The constitution of the Joint Working Group will be 6 members (3 from each Side) under an independent Chair.

The terms of reference for the review will be as follows:

1. To review existing pension provisions for States employees in the light of:
 - life expectancy;
 - changes to the age at which the State pension will become payable;
 - the general state of the Island's public finances;
 - changes currently being considered for comparator schemes in the UK;
 - occupational pensions available elsewhere in Guernsey; and
 - the role that pension provision plays in the recruitment and retention of employees*
2. To make recommendations regarding future pension provisions that are:
 - affordable and sustainable;
 - adequate and fair;
 - supporting of productivity;
 - transparent and simple.

The Independent Chair will write to both the Chair and Vice-Chair of the PCC detailing progress at no less than 3 monthly intervals.

*employee groups within the scheme(s) include: (1) Standard Groups – Established Staff ('Civil Servants'), Nurses, Prison Officers, Public Service Employees, Teachers; (2) "Special benefit" groups – Crown Officers, Firefighters/Airport Firefighters, Police Officers; and (3) employees of the 'Associated Bodies' e.g. Guernsey Electricity, GFSC, Guernsey Post, the Colleges and Libraries.