



Brochure

**Reducing your
hours (or working
more hours in stead)**



Reducing your hours (or working more hours instead)

Long-distance travel, a new house, an addition to the family or caring for a sick relative: there are many reasons for reducing working hours or taking an extended period of leave.

(Permanently) reducing working hours for a period will lead to accruing less pension.

Suppose someone has been working for 30 years and still has 10 more years to work until retirement, but he only works half of the time during these years. That means that, on retirement, he will have accrued 35 years' pension instead of 40 years – consequently only half of the last ten years will add up for his pension accrual.

Death or disability

If you should die whilst you are working less, this also affects the partner's pension, and so your partner receives a lower pension benefit.

The claims to a partner's pension are increased by the number of years remaining until you would have reached the state pension age, but you accrue less pension.

If you should become (partially) disabled, the same happens. Your pension accrual becomes less, but also your possible disability pension becomes lower.

Working more hours

Of course the reverse is also possible. After working fewer hours for a period, you may start working more hours instead. The reverse then also holds true for your pension. You will accrue additional pension entitlements when you start working more hours.



See the attachment for an overview of all (dis)advantages and risks of your choices.

Example: Pietersen reduces his hours by 50% from the age of 58

Pension accrual at full time employment		
On his 58 th birthday Pietersen has accrued retirement pension of:	€25,000 (gross) a year	
If Pietersen would not have reduced his hours, at pension age he would have accrued a retirement pension of:	€33,000 (gross) a year	Accrual between the age of 58 and 68 is €8,000
Pension accrual at part-time (50%) employment		
On his 58 th birthday Pietersen has accrued retirement pension of:	€25,000 (gross) a year	
Now that Pietersen is working less, he's also accruing less pension. On his pension age his retirement pension will be:	€29,000 (gross) a year	The accrual is not €8,000 but only half of this: €4,000
The partner's pension or temporary partner's pension is derived from the retirement pension or accrued retirement pension. The supplementary partner's pension is also ensured. This fixed amount (€19,081 gross in 2024 for full-time employment) is halved (reduced by 50%) if you work part-time.		





Reducing your hours (or working more hours instead) the advantages, disadvantages, and risks at a glance

You can opt to reduce or increase your hours. This choice does not only affect your life while you are working; it also affects your pension. The tables below show the possible consequences for your life and your pension.

Choosing to Reduce Your Hours on a Permanent Basis

+ ADVANTAGES	- DISADVANTAGES	- RISKS
<ol style="list-style-type: none"> 1. Improved work/life balance. 2. More spare time for hobbies, volunteering work, family, and holidays. 3. Less work pressure, which means you reach the finishing line of 'your retirement' in a better way. 4. Possible (increased) entitlement to extra payments. 	<ol style="list-style-type: none"> 1. Less salary/income (with possibly also lower tax rates), so less money to spend. 2. Less retirement pension for yourself. 3. Less partner's pension for your partner in the event of your death. 4. Less disability pension should you fall under the WIA. 	<ol style="list-style-type: none"> 1. Not only less money to spend now but also potentially significantly less pension for you and your partner later.

Choosing to Reduce Your Hours on a Temporary Basis

+ ADVANTAGES	- DISADVANTAGES	- RISKS
<ol style="list-style-type: none"> 1. Temporary improvement to work/life balance. 2. More spare time for travel or to enjoy a world trip, to renovate a current property or build a new one, to focus on your immediate family (in the event of a birth or a partner becoming ill), or on your wider family. 3. Less work pressure temporarily, which means you reach the finishing line of 'your retirement' in a better way. 4. Possible temporary (increased) entitlement to extra payments. 5. Supplementary partner's pension remains fully insured. 	<ol style="list-style-type: none"> 1. Temporarily less salary/income (with possibly also lower tax rates) so less money to spend. 2. Somewhat less retirement pension for yourself -> you only accrue less retirement pension over the period that you worked temporarily. 3. Somewhat less partner's pension for partner should you die -> you only accrue less temporary or full partner's pension over the period that you worked less. 	<ol style="list-style-type: none"> 1. Not only less money to spend now but also possibly less pension for you and your partner later.

Choosing to Increase Your Hours

+ ADVANTAGES	- DISADVANTAGES	- RISKS
<div>1. More salary/income, so more money to spend.</div> <div>2. More retirement pension for yourself.</div> <div>3. More partner's pension for your partner in the event of your death.</div> <div>4. More disability pension should you fall under the WIA.</div>	<div>1. Possibly a higher tax rate.</div> <div>2. Less spare time for hobbies, volunteering work, family, and holidays.</div> <div>3. Less improved work/life balance.</div> <div>4. Possibly no entitlement to extra payments.</div>	<div>1. Less spare time and more work pressure.</div>

Contact



If you have any questions about your pension visit the website: spf-pensioenen.nl
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Pension Regulations



Read more about reducing your hours (or working more hours in stead) in the pension regulations by clicking on the icon.

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