



Brochure

Part-time pension



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Introduction

Are you thinking about phasing out work and opting for part-time pension? Would you like to have more leisure time? Then you can opt for part-time pension (or a part-time retirement pension) from the age of 55.

If you start working less, your employer will adjust your employment contract. As you then receive less income, SPF offers you the option to start part of your retirement pension: This is known as part-time pension. The retirement pension you receive then to a greater or lesser degree compensates for the reduction in income.

Conditions

If you want to take part-time pension, you can do so under the following general conditions:

- You start working fewer hours at your employer.
- You must submit your request to SPF between three and six months before the retirement commences.
- You cannot change your decision.

When can you start a part-time pension?

The time at which you want to take part-time pension is also important. A fiscal requirement applies, which relates to whether you take part-time pension prior to or from your state pension age (AOW) minus ten years.

Prior to state pension age (AOW) minus ten years

If you want to take part-time pension before you reach your state pension age (AOW) minus ten years, then on top of the general conditions, the

following additional conditions apply:

- You must complete a so-called declaration of intent.
- You can only have part of your pension paid out (proportionality).

Declaration of intent

The declaration of intent is a fiscal requirement. If you want to start reducing your hours and you want to use your pension to compensate for the reduction in salary, you can only do this under the condition that you do not work more hours later. You will receive this declaration from SPF if you decide to take part-time pension. Once SPF receives your signed declaration back from you, SPF can start paying your part-time pension.

Proportionality

'Proportionality' is also a fiscal requirement. If you start working less, the maximum part-time pension depends on the percentage reduction of your employment contract. This is explained later in this brochure.

From state pension age (AOW) minus ten years

If you want to take part-time pension when you reach your state pension age (AOW) minus ten years, then no additional conditions apply on top of the general conditions.

How does part-time pension work?

If you work full-time (100%, five days a week), you can, for example, choose to reduce your hours by one day a week (20%). This means you will perform the equivalent of 80% of your work and your salary is then adjusted in

proportion to your employment.
You must then take into account that your pension accrual will be lower from the date you start receiving part-time pension; in this example, this pension accrual is based on a part-time percentage of 80%.

To account for the reduction in salary, you can opt for a part-time pension.
If you start your part-time pension prior to your state pension age (AOW age) minus ten years, this means that no more than 20% of your accrued pension will be paid ('proportionality').
If you start your part-time pension from your state pension age (AOW age) minus ten years, you can also receive more than 20% of your accrued pension.

The pension age for the retirement pension is 68 years. As we will pay out 20% of the accrued retirement pension before you turn 68, this part is brought forward and therefore reduced. This is because we must pay out this amount earlier and for a longer duration.

We have provided a calculation example on the next page.



Calculation example for the start of the part-time pension

Gerard Ploum works full-time (100%). The following amounts that apply from the age of 68 will be on his uniform pension statement for 2024:

Accrued retirement pension (68 years)	€	20,000
Retirement pension to be accrued (68 years)	€	27,000

On January 1, 2024 Gerard is 55 years (prior to state pension age [AOW age] minus five years). He will work 20% less and wants to take a part-time pension. That means that (a maximum of) 20% of the accrued pension (20% of €20,000 = €4,000) will be paid out. As this part-time pension is paid out 13 years earlier, Gerard will be paid around €1,901 from his 55th birthday.

Situation after commencement of part-time pension (20%) on January 1, 2024

Gerard will receive a lifelong part-time pension of	€	1,901
Accrued retirement pension (68 years)	€	16,000

From January 1, 2024 onwards, Gerard accrues a pension based on his part-time percentage of 80%. Between the ages of 55 and 68, he can still accrue € 5,600 (80% of 27,000 -/- 20,000) in pension.

Situation after commencement of 20% part-time pension and 80% part-time factor as of January 1, 2024

Gerard will receive a lifelong part-time pension of	€	1,901
Accrued retirement pension (68 years)	€	16,000
Retirement pension to be accrued (68 years)	€	21,600

All amounts specified are gross per annum. The payment of part-time pension is an approximation.

Suppose Gerard is 60 years old and wants to reduce his hours by 20%, he can then also opt to be paid 30%, 50% or 70% of his accrued pension. Gerard is able to do this because his age falls within the period of 10 years before the state pension age (AOW).

What do you need to consider?

When deciding to take a part-time pension, you have to consider several things. Part-time pension has financial consequences, after all. You receive less salary, and your pension accrual stops partially. In addition, the payment of your part-time pension will be lower because we have to pay that pension over a longer period of time. You may also be confronted with lower statutory benefits. The younger you are when you start

your part-time pension, the greater the consequences are for you. We explain the consequences for your pension below.

The pension will be lower

As you can see from the calculation example, the part-time pension that you have paid out before the age of 68 is lower because we have to pay this pension to you over a longer period of time. The younger you are at the start of your part-time pension, the lower your part-time pension will be.

Lowering of your future pension accrual

The example calculation also shows that the pension you accrue in the future will be lower if you reduce your hours and start your part-time pension. As above, the younger you are at the start of your part-time pension, the lower your total pension will eventually be as of your retirement date.



Lower statutory benefit

If you reduce your hours, you will receive less pay from your employer. If you subsequently become eligible for a statutory unemployment or WIA benefit, the UWV (Employee Insurance Agency) will calculate this statutory benefit on the basis of that lower salary.



Deduction from your statutory benefit

If you make up for the decrease of salary with a part-time pension and you will be entitled to unemployment benefits at a later stage, those benefits will be lower. This is because the UWV deducts the part-time pension you already receive from your unemployment benefit. This may also be the case if you receive a WIA or WAO (statutory disability or unemployment) benefit from the UWV.

Again, the younger you are when you take your part-time pension, the less clear it is to you whether you will be dealing with a statutory benefit in the future and the consequences for that benefit.

See the attachment for an overview of all advantages, disadvantages, and risks associated with your choices.

BASIC PENSION SCHEME



Retirement pension

The part-time pension or retirement pension that commences is paid to you for life. For this you have several options, which we will now discuss. You are also free not to use these options.

Option: vary the amount of your pension (high/low or low/high)

It is not possible to opt for a part-time pension that varies in terms of payment level on the commencement date. Instead you can do so later on the date that you retire fully.

Option: conversion of partner's pension for extra retirement pension

If you take part-time pension, you have to opt for the (temporary) partner's pension. Not for the full partner's pension, but (as is the case for the part-time pension) for a proportional part of the partner's pension.

If you do not have a partner when your part-time pension commences, we will automatically convert the partial partner's pension into an increase in the part-time pension.

If you do have a partner when your part-time pension starts, and you *do* want to convert the partial partner's pension into an increase in your part-time pension, then your partner must agree. Your partner will in that case receive less partner's pension.

If you do have a partner and your partner does not have enough income, then it is advisable *not* to convert the partial partner's pension into an increase in your part-time pension on the commencement date of the part-time pension. In this case, you can no longer convert this partial partner's pension into an increase in your retirement pension on the date that you retire fully. Your partner will still be covered for this part of the partner's pension.

PRE-PENSION SAVINGS SCHEME

If you opt for part-time pension, you will retain your pre-pension capital (PPS balance). For details of the PPS scheme, see the website under '[Pension alternatives...PPS scheme](#)'.

You can contact a Pension Desk Employee about the options for using part of your PPS balance for part-time pre-pension or part-time pension.

NET PENSION SCHEME



Net pension payment

The Net Pension Scheme (NPS) is a voluntary scheme in which you accrue net pension capital over the pension salary above the tax threshold (2024: €137.800). The limit amount is adjusted annually. For more information, please see '[Net Pension Scheme \(NPS\)](#)' on the SPF website.

On the date that your part-time pension commences, you must also decide how the proportional part of your pension capital will be converted. You have to decide whether to use that partial pension capital for a fixed net retirement pension or a variable net retirement pension.

Fixed net pension payment

If you choose to purchase a fixed net retirement pension, you also purchase a fixed net partner's pension (unless no partner is registered with SPF).

Each year, SPF tries to increase the pensions of pensioners and deferred members in line with price developments. However, this depends on the fund's financial situation. For more information see the '[Indexation](#)' brochure on our website.

When converting the net pension capital into a fixed net retirement pension and a fixed net partner's pension, you pay a surcharge on the purchasing rate, so that the risks of major changes to the benefit are transferred to the pension fund.

Variable net pension payment

If you choose to purchase a variable net retirement pension, you also purchase a variable net partner's pension (unless no partner is registered with SPF). You then also form part of the 'pensioners with a variable payment' group.

The achieved results as a consequence of return on investments, changes in market interest, and death are shared together in this group. The annual results achieved form the foundation for the adjustments to the variable net pension payments. SPF then spreads these results over the following five years. For more information see the '[Indexation](#)' brochure.

In an extreme situation, a variable payment can change annually by 5%. This means that SPF may reduce a payment of €100 to €95 or increase it to €105.

A variable net pension payment is expected to provide a higher pension than a fixed net pension payment. However, if investment results are disappointing or if there is another negative event, the variable net pension payment may be lower than the fixed net pension payment at a given time.

Important decision between opting for a fixed or variable net retirement pension benefit

If you have opted for a fixed net retirement pension or a variable net retirement pension, please note that this decision also applies on the date that you retire fully.

Option: a net partner's pension or not

The choice of whether or not to opt for a partner's pension in the basic pension scheme also applies to the net pension scheme.

Pension Planner

Visit the pension planner and see what the financial consequences are when you start receiving part-time pension. You can also see in the pension planner the possibilities of using part of your PPS balance for part-time pre-pension or part-time pension.

Please note: There are various options to vary 'high/low' or 'low/high' and convert partner's pension. These options are calculated using periodically determined factors. Separate factors apply to the basic pension scheme and the net pension scheme.

The Board may adjust these factors annually in response to matters such as changes in the law, interest rates, or different life expectancies. This means that projected calculations made at a certain point in time may turn out differently at another time. This also applies to the projected calculations you have previously made with the pension planner.



Part-time pension

The advantages, disadvantages and risks at a glance

The table below sets out the advantages, disadvantages and risks of your decision to draw a part-time pension. You cannot change your choice once payment of your part-time pension has started.

Option to draw a part-time pension or retirement pension in the basic pension scheme

+ ADVANTAGES	- DISADVANTAGES	- RISKS
<ol style="list-style-type: none"> 1. If you draw a part-time pension from your State Pension Age (AOW age) minus ten years, you may be able to fully compensate the reduction in income/salary. 2. If you do not fully compensate the reduction in income, you may be entitled to allowances or more allowances from the Dutch Tax and Customs Administration (Belastingdienst). 3. As you will be working less, you will have more time for hobbies, family, friends and voluntary work, etc. 4. Despite working part-time, you will retain the full supplementary partner's pension. 	<ol style="list-style-type: none"> 1. Your part-time pension will be lower because when you retire early, the fund will have to pay out your retirement pension earlier and for longer (see also the calculation example for the start of part-time pension). 2. If you draw a part-time pension before your State Pension Age (AOW age) minus ten years, you are not allowed to work more hours afterwards. 3. If you draw a part-time pension before your State Pension Age (AOW age) minus ten years, you can only compensate part of the reduction in income/salary. 4. If you start working part-time, you will accrue less pension afterwards. 5. It is not possible to vary the amount of your part-time pension benefit (high/low or low/high). 6. If you subsequently become eligible for a statutory unemployment or WIA benefit, the UWV (Employee Insurance Agency) will calculate this benefit on the basis of the lower (part-time) salary. In addition, the disability pension that you may receive from PDN is based on your part-time percentage and will therefore be lower. 7. If you receive an unemployment benefit later, the UWV will reduce your unemployment benefit by the amount of the part-time pension. 	<ol style="list-style-type: none"> 1. In addition to looking at all the income (part-time pension, salary from your employer and any annuities, etc.) that you will receive from a certain point in time, also consider your outgoings. If you do not do this, you will run the risk that you will not have enough income when your part-time pension commences or later when you are fully retired.

Choice of partially converting the partner's pension into retirement pension in the basic pension scheme

+ ADVANTAGES	- DISADVANTAGES	- RISKS
<ol style="list-style-type: none">1. If you do not or no longer have a partner when your part-time pension commences, we will convert the partial partner's pension into more retirement pension.2. If you have a partner and you also opt for partial conversion of the partner's pension, you will receive more part-time pension.	<ol style="list-style-type: none">1. If you have a partner and you partially convert the partner's pension for more part-time pension, your partner will receive less partner's pension in the event of your death.	<ol style="list-style-type: none">1. If you have a partner, discuss together whether you wish to opt for partial conversion of the partner's pension. Also work out what your partner's outgoings would be, should you no longer be around. If you do not do this, you will run the risk that your partner does not have enough income after your death.

Net Pension Scheme

If you are also a member of the Net Pension Scheme (NPS), the choices you make in the basic pension scheme also apply to the Net Pension Scheme (NPS). You will then also receive a part-time pension from the NPS based on your decision to opt for partial conversion of the partner's pension. The advantages, disadvantages and risks are the same for the NPS.

In the NPS, you also need to opt for either a fixed part-time pension or a variable part-time pension. The advantages, disadvantages and risks of this can be found in the brochure '[Retiring on a pension](#)'.

Changing your email address in 'My SPF Pension' on time



If you have forwarded your email address to your employer so that SPF can send you digital mail, then you will have to provide a new email address if you change employer. If you fail to do this, SPF will not be able to send email notifications to your digital mailbox in My SPF Pension on SPF's website.

Contact



If you have any questions about your pension, you are welcome to visit our website: spf-pensioenen.nl

Pension Regulations



Click on the icon for more information about the pension regulations.

Net pension regulations



Click on the icon for more information about the net pension scheme in the net pension regulations.

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