Reference ID: PAC04

Letter reference: S1399 PAC33

Query: Clarification as to how the voluntary exit package (VEP) for Ms Breda O'Keeffe was delivered, and the terms of the VEPs at RTÉ in 2017 and 2021

Response:

We are not in a position to comment on Breda O'Keeffe's arrangements.

However, McCann Fitzgerald LLP (Solicitors) have been engaged to complete a detailed review on the Voluntary Exit Schemes in 2017 and 2021.

Attached as appendices are the information booklets for both schemes.



RTÉ Voluntary Exit Programme 2017



Information Booklet September 2017

Contents 01 Introduction 02 Eligibility 03 Payments under the Schemes 04 Next Steps 05 Further Information Frequently Asked Questions Glossary

Appendix I - Taxation

Appendix II - Useful Links

Appendix III - Application Form

The issue or availability of this information booklet does not constitute an offer on the part of RTÉ. The booklet sets out the main features of the VEP and the support services available to prospective applicants. It is for interpretation purposes only and does not purport to be a legally binding document.

This booklet should be read in conjunction with the Explanatory Booklet for your pension scheme.

RTÉ does not provide financial advice. Employees considering the VEP are advised to seek independent professional advice.

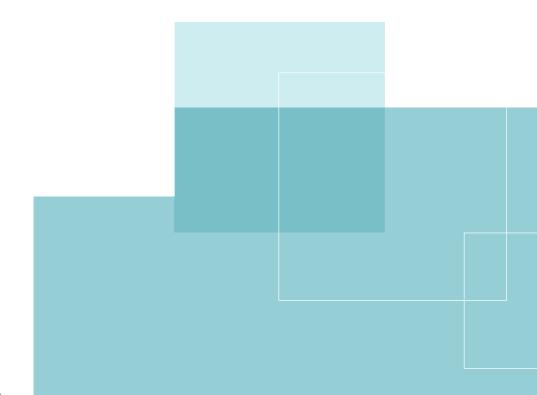
The information contained in this document is confidential and may be legally privileged. It is intended solely for the use of RTÉ employees and their advisers and access to this document by any other party is unauthorised. If the reader is not the intended recipient, any disclosure, publication, copying, distribution, or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful.

O1 Introduction

This document introduces the RTÉ Voluntary Exit Programme 2017 (VEP 2017), comprising a Voluntary Severance (VS) and Voluntary Early Retirement (VER) scheme.

If you are eligible and wish to apply, you must do so by **5pm on Tuesday, 10 October 2017.**

Successful applicants will be facilitated to leave in December 2017, unless there are business requirements which determine an alternative date. Final decisions on all applications will be made by the Executive Board.

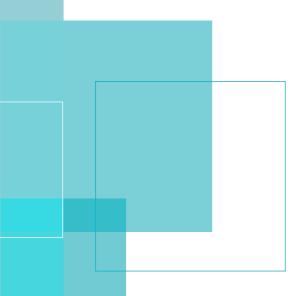


02 Eligibility

The schemes are open to all employees who will have completed at least two years' continuous service on the date their employment ceases.

RTÉ reserves the right to accept or reject applications entirely at its discretion. RTÉ reserves the right to refuse individual applications in instances where approval would not be in the organisation's commercial or business interests, or where the optimal number of exits has already been achieved for a specific area. RTÉ will consider all applications on a fair, objective and non-discriminatory basis, in compliance with the requirements of the Employment Equality Acts 1998 - 2015.

The availability of the VEP 2017 cannot be guaranteed beyond the closing date. Further, it should be noted that any future voluntary exit programmes may be less financially beneficial than the VEP 2017.



03 Payment under the Schemes

Successful applicants will cease to be employees with effect from the Exit Date. On exit, RTÉ will pay a Redundancy Lump Sum, inclusive of any statutory redundancy entitlements.

Benefits will be based on **Exit Salary**, i.e. the sum of the following three elements:

- Basic salary at exit, inclusive of any outstanding pay restoration at that time
- Pensionable allowances at date of exit
- The annual average of shift payments over the 12 months ending on 31 December 2016

(A) Voluntary Severance (VS) - for staff under age 55

If you are under age 55 at date of exit, you will receive a VS Redundancy Lump Sum as follows, subject to a maximum of twice annual Exit Salary:

RTÉ Service	VS Redundancy Lump Sum based on Exit Salary
2 to 5 years	4 weeks per year
5 to 10 years	5 weeks per year
10+ years	6 weeks per year

Any statutory redundancy payable is included in the VS Redundancy Lump Sum.

(B) Voluntary Early Retirement (VER) – for staff Age 55 and Over

If you are aged 55 or over at date of exit, you will automatically receive a personalised illustration outlining how the VEP 2017 would apply to you. Your personalised illustration should be read in conjunction with the details below.

For staff age 55 and over at date of exit, you will receive a VER Redundancy Lump Sum, subject to a maximum of twice annual Exit Salary. For those over age 61, the maximum amount payable reduces to 50% of Exit Salary times the years remaining to age 65.

This VER Redundancy Lump Sum is made up of two payments, an Age-Related Payment plus an Income Replacement Payment (IRP), subject to the maximum total benefit above.

Members of the RTÉ Defined Contribution Pension Scheme (DC) or the RTÉ "50/50" Risk-Sharing Pension Scheme (50/50)

(i) Age-Related Payment

You will be paid an age-related payment based on a percentage of Exit Salary as set out below:

Age at Exit Date	% of Exit Salary
Under 61	65%
61	55%
62	45%
63	30%
64	15%

(ii) Income Replacement Payment (IRP)

The IRP is provided for those with at least seven years' continuous service contributing to the DC or 50/50 pension scheme.

This IRP lump sum is calculated as the cash equivalent of an Annual Replacement Income (ARI) payable until age 65. This ARI amount is:

1.25% of Exit Salary (wholetime)

X

Contributory service in the DC or 50/50 pension scheme

The ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

The IRP (i.e. lump sum cash equivalent) is then obtained by applying a conversion factor, based on exact age at exit, to the ARI amount as follows:

Age at Exit Date	Conversion Factor
55	9.29
56	8.42
57	7.54
58	6.65
59	5.74
60	4.82
61	3.88
62	2.93
63	1.97
64	0.99

Note: Actual factors will be based on exact age

Income Option - the IRP is paid as a lump sum as outlined above, or alternatively you have the option to take any ex-gratia element of the IRP (i.e. non-statutory amount) in the form of an annual income. This income will be payable fortnightly until age 65.

Any statutory redundancy applicable is included in the VER Redundancy Lump Sum (i.e. the sum of Age-Related Payment and IRP) or payable if higher than above.

Members of the RTÉ Superannuation Pension Scheme (DB)

(i) Age-Related Payment

You will be paid the greater of:

- · an age-related percentage of Exit Salary or
- an age-related Minimum Cash Payment, as set out in the table below:

Age at Exit Date	% of Exit Salary	Minimum Cash Payment*
55	50%	€40,000
56	45%	€36,000
57	40%	€32,000
58	35%	€28,000
59	30%	€24,000
60	25%	€20,000
61	20%	€16,000
62	15%	€12,000
63	10%	€8,000
64	5%	€4,000

^{*} pro-rata if part-time

(ii) Income Replacement Payment (IRP)

The IRP is provided for those with at least seven years' continuous service contributing in the DB pension scheme and under age 60 at date of exit.

The IRP lump sum is calculated as the cash equivalent of an Annual Replacement Income (ARI) payable until age 60. This ARI amount is:

1.25% of Exit Salary (wholetime)

Χ

Contributory service in the DB pension scheme

The ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

The IRP (i.e. lump sum cash equivalent) is then obtained by applying a conversion factor, based on exact age at exit, to the ARI amount as follows:

Age at Exit Date	Conversion Factor
55	4.82
56	3.88
57	2.93
58	1.97
59	0.99

Note: Actual factors will be based on exact age

Income Option – the IRP is paid as a lump sum as outlined above, or alternatively you have the option to take the IRP in the form of an annual income (i.e. the ARI). This income will be payable fortnightly until age 60.

04 Next Steps

All staff eligible for the Voluntary Early Retirement scheme (i.e. age 55 or over at exit) will be automatically issued with a personalised illustration outlining what the VEP 2017 would provide in their case. They will also receive a pension illustration, based on leaving service in December, from the pension scheme administrators.

If you will be under 55 at exit, you can see how the Voluntary Severance Scheme would apply to you by requesting a personalised illustration from the HR VEP team on ext. 2832 or email HRVEP@rte.ie (include your Staff ID number).

On reviewing the personalised illustration, you may wish to consider any tax implications. RTÉ will provide you with an appointment with a tax consultant to go through the details with you. To arrange an appointment with the tax consultant please contact the HR VEP team.

If you then wish to progress your application, please complete a formal application form and submit it to the HR VEP team no later than **5pm on Tuesday, 10 October 2017**. Application forms are available in this booklet or by contacting any member of HR.

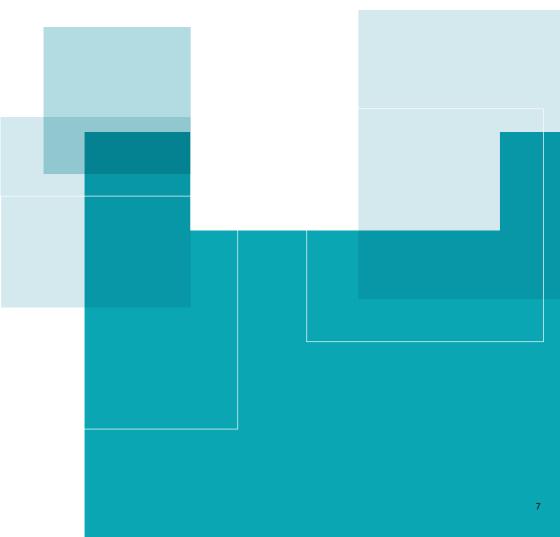
The Executive Board will consider all applications across the organisation, and their decision will be final.

Should your application be approved, a formal offer letter will issue to you, together with an estimated tax illustration.

05 Further Information

Frequently Asked Questions are set out at the end of this booklet.

For further advice and guidance, managers and staff should contact the HR VEP team on **ext. 2832** or your local HR representative.



Frequently Asked Questions

What is VEP?

The voluntary exit programme allows employees to apply for voluntary redundancy or early retirement from RTÉ.

Can anyone apply?

All staff who have two years' continuous service with RTÉ at date of exit, can apply.

How do I apply?

You must complete a VEP application form and return a hard or scanned copy to the HR VEP team.

The VEP application form is available in this booklet, or from any member of HR.

Who will decide if my application is accepted?

The Executive Board will make the final decision on all applications.

If my application is declined, can I appeal the decision?

No, there is no right of appeal. RTÉ reserves the right to accept or reject applications entirely at its discretion.

How will I know if my application is accepted or not?

You will receive a formal letter confirming if your application has been approved or not.

If my application is successful, when would I leave RTÉ?

It is envisaged that a large number of successful applicants will be facilitated to leave before 31st December 2017.

If successful and I am on maternity leave, when would I be expected to leave RTÉ?

The date of leaving service would follow maternity leave.

If successful and I am on a career break, when would I be expected to leave RTÉ?

It is anticipated that you would leave at the end of your career break.

Do I have to take all outstanding annual leave before I go?

It is intended that those approved for the facility will take all annual leave prior to departure. Where RTÉ cannot facilitate all of this, the remaining annual leave balance will be paid on departure.

If I avail of the Voluntary Severance scheme, will periods of unpaid leave reduce my reckonable service for the purpose of calculating my VS Redundancy Lump Sum?

Yes, for the purpose of calculating the exgratia element of the VS Lump Sum, service means all paid service since commencement of employment with RTÉ, excluding periods of unpaid leave. Examples of the types of unpaid leave that would reduce your reckonable service include:

- · Career breaks
- Incentivised Career Breaks (ICBs)
- · Time on strike

For statutory redundancy purposes, agreed absences, such as career breaks will be regarded as reckonable service.

How does any period of Maternity or Adoptive Leave effect my reckonable service, for the purpose of calculating my VS Redundancy Lump Sum?

A period of Maternity or Adoptive Leave is counted as reckonable service (i.e. it does not reduce your VS Redundancy Lump Sum).

What financial advice and personal support will RTÉ provide?

RTÉ will offer support, including information on social welfare through the Employee Assistance Programme (EAP). Information about how to access this service is available on the RTÉ Hub. If you do not have access to the intranet, please ask HR. In addition, tax consultants will be available to staff considering the VEP. If you are considering early retirement, pension consultants will also be available. All staff considering the VEP should also seek independent professional advice.

Will I have to pay tax on my termination lump sum payment?

Any statutory redundancy payment will be payable tax-free. Any amount payable in excess of this will be payable tax-free up to a limit, depending on your salary and service with RTÉ.

If I avail of the schemes, will I be able to claim any social welfare benefits?

You should seek advice about your own personal circumstances before deciding whether to apply or not. You can get advice from the Employee Assistance Programme (see the Hub for details) or from the Department of Social Protection website www.welfare.ie

If I avail of Early Retirement, and opt for the income option, will this income be taxable?

Yes, these fortnightly payments will be taxed as retirement income and are currently subject to PAYE, PRSI and USC.

When I retire will my retirement lump sum be taxable?

Currently, retirement lump sums payable from the pension schemes operated by RTÉ are payable tax-free up to €200,000.

Can I make pension contributions after leaving RTÉ under the scheme?

No, after leaving service you may no longer make normal contributions or AVCs.

Will I receive an illustration of my retirement benefits?

Staff age 55 and over will automatically receive an illustration of their retirement benefits.

If I leave under the scheme, how would this affect my pension?

Normal leaving service retirement benefit options will apply. These options vary in the different pension schemes. This booklet should be read in conjunction with the Explanatory Booklet for your pension scheme.

Members of the RTÉ Superannuation Scheme (RTÉSA) may apply to receive their Retirement Lump Sum and Retirement Pension from the RTÉSA at age 60 or age at exit if greater. These benefits will be based on accrued Pensionable Service (as defined under the Regulations of the RTÉSA) at the date of cessation of their employment. In the calculation of Retiring Salary, the basic salary will be calculated using the basic salary at exit including full restoration of the special pay cuts of 29th June 2009.

Members of the RTÉ Defined Contribution Pension Scheme may elect to take their retirement benefits at any time after exit, if over age 50, but it should be noted that members who commence to draw their entitlements early will receive a smaller pension amount because purchasing an annuity is more expensive at younger ages.

Members of the RTÉ '50/50' Risk-Sharing Pension Scheme may apply to take their retirement benefits at any time after exit, if over age 55, but this requires the consent of RTÉ and it should be noted that members who commence to draw their entitlements early will receive lower pension benefits because they will be paid earlier and for longer and purchasing an annuity is more expensive at younger ages.

Under the Early Retirement Scheme, how are the Equivalent Cash Values for IRP calculated?

The Equivalent Cash Values for the IRP represent the present value of the prospective IRP payments, based on a compound interest rate of 1.5% p.a.

Under the Early Retirement Scheme, what happens to my Income Replacement Payments if I die before my Normal Pension Date?

If you have opted to take your IRP in income form, then the lump sum equivalent of any outstanding payments will be paid on your death to your estate.

If my application is accepted, will any restrictions apply to me in the future?

You will not be eligible to be re-employed or re-engaged by RTÉ in any capacity (including as an employee, independent contractor or through a company or agency) save in exceptional circumstances and with the prior written approval of the Director-General.

For a period of one year after the date on which your employment with RTÉ ceases, you must seek RTÉ's written consent in advance if you wish to directly or indirectly provide comparable services to, or become employed in a similar role with any broadcast or media organisation that directly competes with RTÉ, and you will not proceed with such role until consent from RTÉ has been provided. RTÉ. in considering whether to grant or withhold consent, will have regard to the position held by you in RTÉ and the nature of the position you intend to take up in the broadcast or media organisation concerned, but otherwise reserves absolute discretion with regard to consent.

I have an appointment with the Tax Consultant provided by RTÉ – what do I need to do to get the best out of this meeting?

To help estimate the tax implications of any payment, please bring with you the following:

- · Your personalised VEP illustration
- A recent payslip
- A copy of your Certificate of Tax Credits if available

If you are aged 55 or over, please bring:

- Your Pension Illustration should you avail of VEP 2017
- Pension log-on details for www.invescoonline.ie if applicable

If I avail of the VEP scheme, when can I expect to receive the lump sum?

Generally you can expect to receive the lump sum within a fortnight of exiting employment with RTÉ.

Glossary

Annual Replacement Income (ARI) is calculated as 1.25% of your Exit Salary (wholetime), multiplied by your contributory service in an RTÉ sponsored pension scheme. ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

Conversion Factors for the IRP and Income Option represent the present value of prospective income, based on a compound interest rate of 1.5% p.a.

Exit Date is the last date of service with RTÉ and the date from which you would no longer be employed by RTÉ.

Exit Salary is the sum of the following three elements:

- Basic salary at exit, inclusive any outstanding pay restoration at that time
- · Pensionable allowances at date of exit
- Annual average of shift payments over the 12 months ending on 31 December 2016

Ex-Gratia lump sum is the amount that RTÉ will pay to staff availing of the schemes, which is over and above the Statutory Redundancy payment.

Income Replacement Payment (IRP) is one part of the VER lump sum (the other part being the Age Related payment). The IRP is a lump sum equivalent of an Annual Replacement Income (ARI) payable until age 65 (age 60 if a member of the RTÉ Superannuation Scheme). To qualify for this payment you must have at least seven years continuous service contributing in an RTÉ sponsored pension scheme.

Statutory Redundancy is the minimum that you will be entitled to in the event of meeting the redundancy requirements. Statutory redundancy payments are:

- 2 weeks pay for each year of continuous employment, plus one bonus week of pay
- For the purposes of this calculation, one week's pay is limited to a maximum of £600
- Statutory redundancy payments are not taxable

Voluntary Severance (VS) is the scheme available to eligible staff under age 55 at date of exit.

Voluntary Early Retirement (VER) is the scheme available to eligible staff age 55 and over at date of exit.

Appendix I Taxation

Statutory Redundancy Payment

Where Statutory Redundancy applies, this lump sum is payable tax-free.

Ex-Gratia Payment

RTÉ offers an additional redundancy payment, together with the statutory amount. This is called an "ex-gratia payment". There are Revenue rules on the amount of any such payment that will be taxable. In general, part or the whole of this benefit can be paid tax-free. The rules are as follows:

a) Basic Exemption

RTÉ can give you an ex-gratia payment of €10,160 with an additional €765 for each year of service tax free.

b) Increased Exemption

You may be able to increase your exemption by €10,000 to €20,160 plus €765 for each complete year of service provided that you have not made a claim for the increased exemption amount in the previous ten tax years.

There may be good reason not to avail of the increased exemption, because it may be affected by any future lump sum entitlement that you may be entitled to from an occupational pension scheme. Unless you waive your right to a lump sum from your pension scheme, this increased exemption of €10,000 is reduced by either:

- i. Any tax-free lump sum from the pension scheme to which you may be immediately entitled. or
- ii. The present day value at date of leaving employment of any tax-free lump sum which may be received from the pension scheme in the future

Any decision you make to waive your right to a lump sum from your pension scheme is irrevocable.

c) Standard Capital Superannuation Benefit

Rather than using the basic or increased exemption, you can calculate your tax free redundancy entitlement by taking your average earnings over the last 36 months, multiplying them by your number of years of service and dividing by 15. As with the Increased Exemption, unless you waive your right to a lump sum from your pension scheme, this exemption is reduced by either:

- i. Any tax-free lump sum from the pension scheme to which you may be immediately entitled, or
- ii. The present day value at date of leaving employment of any tax-free lump sum which may be received from the pension scheme in the future

Any decision you make to waive your right to a lump sum from your pension scheme is irrevocable.

The most favourable exemption will be applied to your VEP payment should you decide to leave.

Upper Limit on Redundancy Tax Free Lump Sums

No matter which of the three calculation methods is chosen, the amount of your redundancy payments (excluding statutory redundancy) that can be received tax free in your lifetime is €200,000.

If the ex-gratia Redundancy Lump Sum exceeds the maximum amount which can be paid tax-free, then the excess will be subject to taxation at the applicant's marginal rate of income tax and USC.

IRP Income

Any payments from the income option are taxed in the same manner as retirement income and are subject to PAYE, PRSI and USC in the normal manner.

Retirement Benefits

Retirement lump sums from the pension schemes are currently payable tax-free up to a maximum of the €200,000 lifetime threshold, but may become taxable if taken at some point in the future.

Pension payments from the pension schemes or payments generated by annuitiespurchased through the "50/50" Risk-Sharing Scheme or DC Scheme are taxed as retirement income.

Further Information

You may wish to avail of an appointment with a Tax Consultant who will give you an estimate of the relevant figures – to book an appointment email **HRVEP@rte.ie**

RTÉ does not provide financial advice. If you are considering availing of the VEP you are advised to seek independent professional advice.

Appendix II Useful Links

Employee Assistance Programme: for details see the RTÉ Hub.

Taxation of redundancy lump:

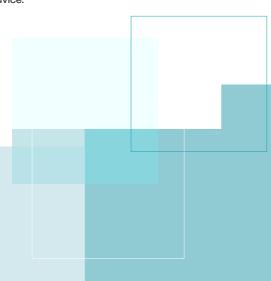
http://www.citizensinformation.ie/en/ employment/retirement/ income_tax_ in_retirement/retirement_lump_sum_ taxation.html

Personal tax information:

http://www.revenue.ie/en/life-eventsand-personal-circumstances/

State Pension information:

http://www.welfare.ie/en/Pages/a-retiredor-an-older-person.aspx



Appendix III **Application Form RTÉ Voluntary Exit Programme 2017**

Applicants should complete and return via email to **HRVEP@rte.ie** or by post to: **HR VEP Team, 1st Floor, Office Block**

I wish to avail of the RTÉ Voluntary Exit Programme and hereby formally apply to be considered for release.

Name	Staff II) No.	
Department	t Divisio	n	
Current Role	е		
Signed		Date	
Application for these facilities is voluntary and acceptance of applications from staff is at RTÉ's discretion. Closing date for receipt of applications is 5pm on Tuesday, 10 October 2017 . It is anticipated that the majority of successful applicants will leave RTÉ in December 2017.			
HR Use Only	Scheme Applicable:		







Leabhrán Eolais Meán Fómhair 2017 Clár an Ábhair

01 Réamhrá

02 Incháilitheacht

03 Íocaíochtaí faoi na Scéimeanna

04 Bearta le Déanamh

05 Breis Eolais

Ceisteanna Coitianta

Gluais

Aguisín I - Cúrsaí Cánach

Aguisín II - Naisc Úsáideacha

Aguisín III – Foirm Iarratais

Ní hionann an leabhrán eolais seo a eisiúint ná a bheith ar fáil agus tairiscint ó RTÉ. Leagtar amach sa leabhrán na gnéithe is tábhachtaí den VEP agus de na seirbhísí cúnta atá ar fáil do dhaoine a d'fhéadfadh iarratas a dhéanamh. Is chun críche léirmhíniúcháin amháin an leabhrán agus ní ceart a mheas go mbaineann ceangal faoin dlí leis.

Ba cheart an leabhrán seo a léamh in éineacht leis an Leabhrán Míniúcháin faoi do scéim pinsin.

Ní chuireann RTÉ comhairle airgid ar fáil. Moltar don fhostaí atá ag smaoineamh ar ghlacadh leis an VEP comhairle ghairmiúil neamhspleách a fháil.

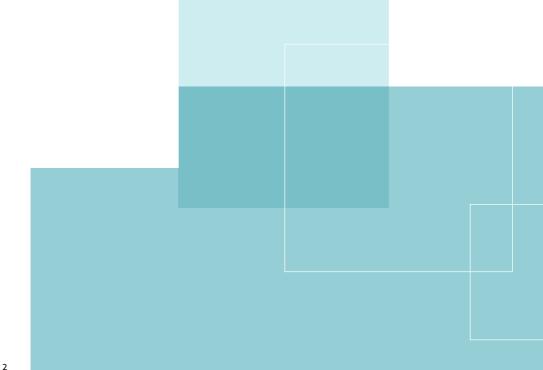
Eolas rúnda a chuirtear ar fáil sa cháipéis seo agus d'fhéadfadh gur eolas é atá faoi phribhléid ó thaobh dlí. Is le húsáid ag fostaithe de chuid RTÉ agus ag comhairleoirí dá gcuid amháin a ceapadh an t-eolas agus níl údarás ar bith le teacht a bheith ar an gcáipéis seo ag aon pháirtí seachas sin. Sa chás nach ionann an léitheoir agus an té dár ceapadh an t-eolas, tá cosc ar aon nochtadh, foilsiú, cóipeáil, scaipeadh agus ar aon bheart arna dhéanamh nó arna fhágáil gan déanamh ar iontaoibh an eolais sin agus d'fhéadfadh gur mídhleathach sin a dhéanamh.

01 Réamhrá

Cuirtear i láthair sa cháipéis seo Clár RTÉ maidir le Fágáil go Deonach 2017 (VEP 2017), lena mbaineann scéim maidir le Scarúint Dheonach (VS) agus scéim maidir le Scor Luath Deonach (VER).

Sa chás go bhfuiltear incháilithe lena aghaidh agus gur mian leat iarratas a chur isteach, ní mór sin a dhéanamh faoin 5 i.n. Dé Máirt, an 10ú Deireadh Fómhair 2017.

Éascófar é go n-imeoidh na hiarratasóirí a n-éiríonn leo i mí na Nollag 2017 mura mbíonn gá le malairt dáta mar gheall ar chúrsaí gnó. An Bord Feidhmiúcháin a dhéanfaidh an cinneadh críochnaitheach i leith gach iarratais.

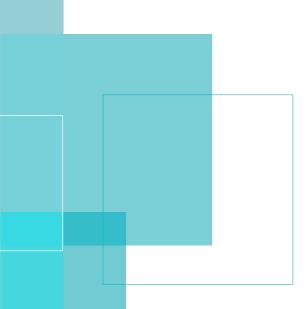


02 Incháilitheacht

Tá na scéimeanna ar fáil ag gach fostaí a mbeidh fónamh déanta go leanúnach ar feadh dhá bhliain ar a laghad déanta acu faoin dáta a dtagann deireadh lena gcuid fostaíochta.

Coinníonn RTÉ de cheart chuige féin glacadh le hiarratas nó diúltú d'iarratas dá thogra féin amháin. Coinníonn RTÉ de cheart chuige féin diúltú d'aon iarratas faoi leith sa chás nach é leas tráchtála nó gnó na heagraíochta glacadh leis an iarratas nó sa chás go bhfuil an líon is cóiriúla fostaithe maidir le réimse feidhme faoi leith aontaithe cheana féin. Déanfaidh RTÉ gach iarratas a mheas ar bhonn cóir, oibiachtúil, neamh-leatromach faoi mar a éilítear faoi na hAchtanna um Chomhionannas Fostaíochta 1998 - 2015.

Ní féidir a dhearbhú go mbeidh scéimeanna VEP 2017 ar fáil tráth is déanaí ná an dáta deiridh iarratais. Chomh maith leis sin, ba chóir a thabhairt chun aire go bhféadfadh gur lú buntáiste ó thaobh airgid, i gcomparáid le VEP 2017, a bheadh le haon chlár eile maidir le fostaíocht a fhágáil de do dheoin féin a chuirtear ar fáil ina dhiaidh seo.



03 Íocaíochtaí faoi na Scéimeanna

Tiocfaidh deireadh ar an Dáta Scarúna le fostaíocht na n-iarratasóirí a n-éiríonn leo. Íocfaidh RTÉ Cnapshuim Iomarcaíochta, lena n-áirítear na híocaíochtaí iomarcaíochta a bhfuiltear ina dteideal faoin reachtaíocht, ar fhágáil don fhostaí.

Ar an **Tuarastal Fágála** i.e. na trí ghné seo a leanas arna n-áireamh le chéile, a bheidh na sochair bunaithe:

- An buntuarastal ar an dáta fágála, le haon athchóiriú pá atá ag seasamh amach an tráth sin san áireamh
- · Liúntais inphinsin ar an dáta fágála
- Meán bliantúil na seal-íocaíochtaí i rith an 12 mí anuas go dtí an 31 Nollaig 2016

(A) Scarúint Dheonach (VS) - do bhaill foirne faoi bhun 55 bliana d'aois

Sa chás go bhfuiltear faoi bhun 55 bliana d'aois ar an dáta fágála, gheofar Cnapshuim Iomarcaíochta VS mar seo a leanas, faoi réir ag uasmhéid dhá oiread an Tuarastail bhliantúil Fágála:

Fónamh do RTÉ	Cnapshuim Iomarcaíochta VS arna bunú ar an Tuarastal Fágála
2 - 5 bhliana	4 seachtaine in aghaidh na bliana
5 - 10 mbliana	5 seachtaine in aghaidh na bliana
10+ mbliana	6 seachtaine in aghaidh na bliana

Tugtar san áireamh leis an gCnapshuim Iomarcaíochta VS aon íocaíocht maidir le hiomarcaíocht reachtúil atá le híoc.

(B) Scor Luath Deonach (VER) – do bhaill foirne 55 bliana d'aois nó os a chionn

Má tá tú 55 bliain d'aois nó níos sine ar an dáta fágála, déanfar léiriú pearsanta ina leagtar amach mar a bhaineann an scéim VEP 2017 leatsa a eisiúint ort go huathoibríoch. Ba chóir an léiriú pearsanta sin a léamh in éineacht leis na sonraí thíos.

I gcás bhaill den fhoireann a mbíonn 55 bliana slán acu ar an dáta fágála, gheofar Cnapshuim Iomarcaíochta VER, faoi réir ag uasmhéid dhá oiread an Tuarastail bhliantúil Fágála. Íslítear an uasmhéid sin maidir le daoine a bhfuil 61 bliana slán acu go dtí 50% den Tuarastal Fágála le méadú faoin líon blianta atá fanta acu go dtí aois 65 bliana.

Baineann dhá íocaíocht faoi leith leis an gCnapshuim Iomarcaíochta VER seo, Íocaíocht Aoischoibhneasa *móide* Íocaíocht Athsholáthair Ioncaim (IRP), faoi réir ag an uasmhéid thuas maidir leis an sochar iomlán.

Baill de Scéim Pinsin Ranníoca Sainithe RTÉ (DC) nó Scéim Pinsin "50/50" Riosca i bPáirt RTÉ (50/50)

(i) Íocaíocht Aoischoibhneasa

Déanfar íocaíocht aoischoibhneasa leat bunaithe ar chéatadán den Tuarastal Fágála mar a leagtar amach thíos:

Aois ar an Dáta Fágála	% den Tuarastal Fágála
Faoi bhun 61	65%
61	55%
62	45%
63	30%
64	15%

(ii) Íocaíocht Athsholáthair Ioncaim (IRP)

Cuirtear an IRP ar fáil dóibh siúd a bhfuil ar a laghad seacht mbliana d'fhónamh leanúnach déanta acu le ranníocaíochtaí á ndéanamh le scéim pinsin DC nó 50/50 RTÉ.

Déantar an chnapshuim IRP seo a ríomh mar chomhluach in airgead tirim den loncam bhliantúil Athsholáthair (ARI) atá iníoctha go dtí aois 65 bliana.

Is ionann an tsuim ARI agus:

1.25% den Tuarastal Fágála (lánaimseartha)

X

Fónamh ranníocaíochta i scéim pinsin DC nó 50/50 RTÉ

Tagann ARI faoi réir ag uasmhéid €20,000 p.a. (pro rata maidir le fostaí páirtaimseartha).

Déantar an IRP (i.e. cnapshuim den chomhluach in airgead tirim) a áireamh trí fhachtóir aistrithe, bunaithe ar an aois bheacht tráth na fágála, a chur i bhfeidhm ar an tsuim ARI. mar seo a leanas:

Aois ar an Dáta Fágála	Fachtóir Aistrithe
55	9.29
56	8.42
57	7.54
58	6.65
59	5.74
60	4.82
61	3.88
62	2.93
63	1.97
64	0.99

Nóta: Ar an aois go díreach a bhunaítear an fachtóir iarmhír

An Rogha Ioncaim - íoctar an IRP mar chnapshuim mar a leagtar amach thuas nó tá an rogha ann aon ghné ex gratia den IRP (i.e. suim neamhreachtúil) a ghlacadh i bhfoirm ioncam bliantúil. Gach coicís a íocfar an t-ioncam sin go dtí aois 65 bliana.

Tugtar aon íocaíocht maidir le hiomarcaíocht reachtúil atá infheidhme san áireamh leis an gCnapshuim Iomarcaíochta VER (i.e. suim na hÍocaíochta Aoischoibhneasa agus IRP) nó bíonn sin le híoc más íocaíocht níos airde í ná a leagtar amach thuas.

Baill de Scéim Pinsin Aoisliúntais RTÉ (DB)

(i) Íocaíocht Aoischoibhneasa

Íocfar leat cibé acu is mó:

- céatadán aoischoibhneasa den Tuarastal Fágála nó
- íos-Íocaíocht Aoischoibhneasa in Airgead Tirim, mar a leagtar amach sa tábla thíos:

Aois ar an Dáta Fágála	% den Tuarastal Fágála	Íos-Íocaíocht in Airgead Tirim*
55	50%	€40,000
56	45%	€36,000
57	40%	€32,000
58	35%	€28,000
59	30%	€24,000
60	25%	€20,000
61	20%	€16,000
62	15%	€12,000
63	10%	€8,000
64	5%	€4,000

^{*} pro-rata más páirtaimseartha atá i gceist

(ii) Íocaíocht Athsholáthair Ioncaim (IRP)

Cuirtear an IRP ar fáil dóibh siúd a bhfuil ar a laghad seacht mbliana d'fhónamh leanúnach déanta acu le ranníocaíochtaí á ndéanamh le scéim pinsin DB agus atá faoi 60 bliain d'aois ag an dáta fágála.

Déantar an chnapshuim IRP seo a ríomh mar chomhluach in airgead tirim den Ioncam bliantúil Athsholáthair (ARI) atá iníoctha go dtí aois 60 bliain. Is ionann an tsuim ARI agus:

1.25% den Tuarastal Fágála (lánaimseartha)



Fónamh rannaíocaíochta i scéim pinsin DB

Tagann ARI faoi réir ag uasmhéid €20,000 p.a. (pro rata maidir le fostaí páirtaimseartha).

Déantar an IRP (i.e. cnapshuim den chomhluach in airgead tirim) a áireamh trí fhachtóir aistrithe, bunaithe ar an aois bheacht tráth na fágála, a chur i bhfeidhm ar an tsuim ARI, mar seo a leanas:

Aois ar an Dáta Fágála	Fachtóir Aistrithe
55	4.82
56	3.88
57	2.93
58	1.97
59	0.99

Nóta: Ar an aois go díreach a bhunaítear na fachtóirí iarmhír

An Rogha Ioncaim – íoctar an IRP mar chnapshuim mar a leagtar amach thuas nó tá an rogha an IRP a ghlacadh i bhfoirm ioncam bliantúil (i.e. an ARI). Gach coicís a íocfar an t-ioncam sin go dtí aois 60 bliain.

04 Bearta le Déanamh

Déanfar léiriú pearsanta faoi leith ina leagtar amach a mbeadh ar fáil faoin scéim VEP 2017 ina gcás pearsanta féin a eisiúint orthu sin ar fad atá incháilithe faoin scéim maidir le Scor Luath Deonach (i.e. daoine a mbeadh 55 bliain slán acu ar dháta na fágála). Seolfaidh riarthóirí na scéime pinsin léiriú pinsin chucu chomh maith bunaithe ar an tseirbhís a bheadh déanta acu dá bhfágfaidís an eagraíocht i mí na Nollag.

Sa chás gur faoi bhun 55 bliana d'aois a bheidh tú tráth na fágála, is féidir leat léargas a fháil ar an gcaoi a dtiocfadh an Scéim maidir le Scarúint Dheonach i bhfeidhm i do chás féin ach léiriú pearsanta a iarraidh ar an meitheal VEP san Aonad HR ar **fholíne 2832** nó ag an seoladh ríomhphoist **HRVEP@rte.ie** (luaigh d'Uimhir Aitheantais Foirne).

Ar an léiriú pearsanta a scrúdú duit, b'fhéidir gur mhaith leat cúrsaí cánach a thabhairt san áireamh. Cuirfidh RTÉ coinne le comhairleoir cánach ar fáil duit chun mionsonraí ina leith sin a mheas. Más mian leat go socrófaí coinne leis an gcomhairleoir cánach, cuirtear sin in iúl, le do thoil, don mheitheal VEP san aonad HR.

Más mian leat ina dhiaidh sin leanúint ar aghaidh leis an iarratas, líontar isteach an fhoirm iarratais fhoirmeálta agus cuirtear sin faoi bhráid na meithle VEP san aonad HR tráth nach deireanaí ná an 5 i.n., Dé Máirt, an 10ú Deireadh Fómhair 2017. Tá an fhoirm iarratais ar fáil sa leabhrán seo nó ó aon duine de bhaill foirne an aonad HR.

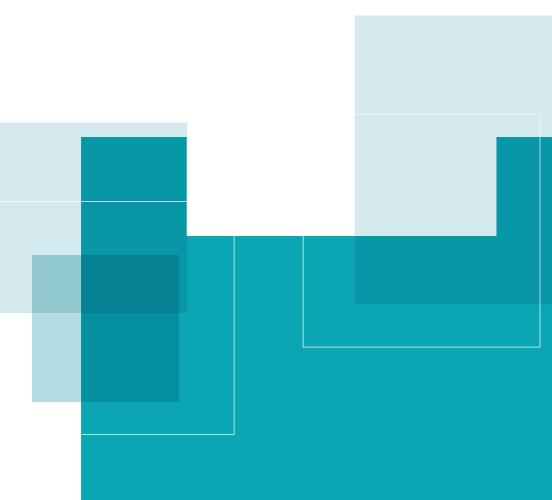
Déanfaidh an Bord Feidhmiúcháin na hiarratais ar fad ar fud na heagraíochta a mheas, agus ní bheidh dul thar chinneadh an Bhoird sin.

Sa chás go gceadaítear d'iarratas, seolfar litir fhoirmeálta tairisceana chugat chomh maith le léiriú measta ar chúrsaí cánach.

05 Breis Eolais

Leagtar amach Ceisteanna Coitianta i gcúl an leabhráin seo.

Tá breis comhairle agus treorach ar fáil ag bainisteoirí agus ag an lucht foirne ach labhairt leis an meitheal VEP san Aonad HR ar **fholíne 2832** nó leis an ionadaí HR áitiúil.



Ceisteanna Coitianta

Cad é an clár VEP?

Is féidir le fostaithe iarratas a dhéanamh maidir le hiomarcaíocht dheonach nó scor luath ó RTÉ faoin golár maidir le fágáil de do dheoin féin.

An féidir leis an uile dhuine cur isteach air?

Is féidir le gach ball foirne a mbíonn dhá bhliain d'fhónamh leanúnach déanta acu le RTÉ ar an dáta fágála iarratas a dhéanamh.

Conas a dhéanaim iarratas?

Ní foláir duit foirm iarratais VEP a líonadh isteach agus cóip chrua nó cóip scanáilte a sheoladh ar ais chuig an meitheal VEP san aonad HR.

Tá an fhoirm iarratais VEP ar fáil sa leabhrán seo nó ó aon duine den fhoireann HR.

Cé a shocraíonn an nglactar le m'iarratas?

An Bord Feidhmiúcháin a dhéanfaidh an cinneadh deiridh maidir le gach iarratas.

Sa chás go ndiúltaítear m'iarratas, an féidir liom achomharc a dhéanamh faoin gcinneadh?

Ní féidir, ní hann do cheart achomhairc. Coinníonn RTÉ de cheart chuige féin glacadh le hiarratas nó diúltú d'iarratas dá thogra féin amháin.

Cén chaoi a mbeidh a fhios agam an bhfuil glactha le m'iarratas nó nach bhfuil?

Tiocfaidh litir fhoirmeálta chugat ina ndeimhneofar ar glacadh le d'iarratas nó nár glacadh.

Sa chás go n-éiríonn le m'iarratas, cathain a bheinn ag fágáil RTÉ?

Meastar go n-éascófar do líon mór iarratasóirí a n-éireoidh leo imeacht roimh an 31 Nollaig 2017.

Sa chás go n-éiríonn le m'iarratas agus go bhfuilim ar shaoire mháithreachais, cathain a bheinn ag fágáil RTÉ?

Thiocfadh dáta fhágáil na seirbhíse tar éis do chuid saoire máithreachais.

Sa chás go n-éiríonn le m'iarratas agus go bhfuilim ar shos gairme, cathain a bheinn ag fágáil RTÉ?

Meastar go mbeifeá ag fágáil nuair a thiocfadh deireadh le do shos gairme.

An gá dom an tsaoire bhliantúil ar fad atá ag seasamh amach a thógáil sula bhfágaim?

Tá i gceist go dtógfaidh siad siúd a gceadaítear an áis seo dóibh an tsaoire bhliantúil ar fad sula bhfágann siad. Sa chás nach féidir le RTÉ a shocrú gur féidir sin ar fad a dhéanamh, déanfar an fhuílleach saoire bhliantúil a íoc le duine ar fhágáil dó.

Sa chás go mbainim leas as an scéim maidir le Scarúint Dheonach, an dtarlóidh sé go ndéanfar an tseirbhís ináirithe, chun críche Cnapshuim Iomarcaíochta VS a ríomh, a laghdú mar gheall ar thréimhsí saoire gan pá?

Tarlóidh. Chun críche gné ex gratia na Cnapshuime VS a ríomh, is é a chiallaíonn seirbhís an tseirbhís íoctha ar fad ó tosaíodh ar an bhfostaíocht le RTÉ gan tréimhsí saoire gan pá a áireamh. Seo a leanas samplaí de chineálacha saoire gan pá a bheadh ina laghdú ar an tseirbhís ináirithe:

- · Sos Gairme
- Sos Gairme le Dreasacht (ICB)
- Am ar staile.

Maidir le hiomarcaíocht reachtúil, déanfar tréimhse aontaithe as láthair, mar shampla sos gairme, a mheas mar sheirbhís ináirithe.

Conas a chuireann aon tréimhse Saoire Máithreachais nó Saoire Uchtála isteach ar an tseirbhís ináirithe i mo chás-sa, chun críche Cnapshuim Iomarcaíochta VS a ríomh? Áirítear tréimhse Saoire Máithreachais nó Saoire Uchtála mar sheirbhís ináirithe (i.e. ní thagann laghdú dá bharr ar an gCnapshuim Iomarcaíochta VS).

Cén chomhairle faoi chúrsaí airgid agus cén cúnamh pearsanta a chuirfidh RTÉ ar fáil?

Cuirfidh RTÉ cúnamh ar fáil, eolas faoi leas sóisialach san áireamh, tríd an gclár maidir le Cúnamh d'Fhostaithe (EAP). Tá eolas maidir le bealaí chun an tseirbhís sin a thapú ar fáil ar Mhol RTÉ (an "Hub"). Mura bhfuil teacht agat ar an inlíon, cuirtear ceist le do thoil ar HR. Anuas air sin, beidh comhairleoirí cánach ar fáil ag baill den fhoireann atá ag smaoineamh ar an gclár VEP. Má tá tú ag smaoineamh ar an gclár VER beidh comhairleoirí pinsin ar fáil chomh maith.

Ba chóir d'aon bhall foirne atá ag smaoineamh ar an VEP comhairle ghairmiúil neamhspleách a fháil chomh maith.

An mbeidh orm cáin a íoc ar an gcnapshuim a íoctar liom ar fhoirceannadh na fostaíochta?

Beidh aon íocaíocht iomarcaíochta reachtúil saor ó cháin. Beidh aon tsuim a íoctar sa bhreis air sin le híoc saor ó cháin suas go dtí teorainn áirithe ag brath ar do thuarastal agus ar do chuid seirbhíse le RTÉ.

Sa chás go dtapaím na scéimeanna, an bhféadfaidh mé aon sochar leasa shóisialaigh a éileamh?

Ba cheart duit comhairle a fháil faoi do chás féin go pearsanta sula socraíonn tú an ndéanfaidh tú iarratas nó nach ndéanfaidh. Is féidir comhairle a fháil faoin gClár maidir le Cúnamh d'Fhostaithe (féach mionsonraí ar an Mol) nó ar láithreán gréasáin na Roinne Coimirce Sóisialaí www.welfare.ie

Sa chás go mbainim leas as Scor Luath, an féidir cáin a ghearradh ar íocaíochtaí IRP?

Is féidir, déanfar cáin a ghearradh ar na híocaíochtaí coicísiúla sin mar ioncam scoir agus tagann ÍMAT, ÁSPC agus an Muirear Sóisialta Uilíoch san áireamh leo faoi láthair.

Nuair a théim ar scor, an féidir cáin a ghearradh ar mo chnapshuim scoir?

Faoi láthair, is féidir cnapshuimeanna scoir suas le €200,000 a íoc saor ó cháin as na scéimeanna pinsin atá i bhfeidhm ag RTÉ.

An féidir liom ranníocaíochtaí pinsin a dhéanamh tar éis dom RTÉ a fhágáil faoin scéim seo?

Ní féidir, tar éis duit an fhostaíocht a fhágáil, ní féidir leat feasta ranníocaíocht den ghnáthchineál ná AVC a dhéanamh.

An dtabharfar léiriú dom ar mo chuid sochair scoir?

Tabharfar léiriú ar a gcuid sochair scoir go huathoibríoch do na baill foirne a bhfuil 55 bliain slán acu.

Sa chás go n-imím faoin scéim seo, conas a chuirfeadh sin isteach ar mo phinsean?

Beidh na gnáthroghanna maidir le sochair scoir ar fhágáil na seirbhíse ar fáil. Ní hiad na roghanna céanna atá i gceist leis na scéimeanna pinsin éagsúla. Ba chóir an leabhrán seo a léamh in éineacht leis an Leabhrán Míniúcháin maidir le do scéim pinsin.

Is féidir le baill de Scéim Aoisliúntais RTÉ (RTÉSA) iarratas a chur isteach go n-íoctar an Chnapshuim Scoir agus an Pinsean Scoir leo as RTÉSA ó bhíonn 60 bliain slán acu nó ar an dáta fágála más sine ná sin iad. Beidh na sochair sin bunaithe ar an tSeirbhís Inphinsin charnaithe (faoi mar a thugtar sainmhíniú air sin faoi Rialacháin RTÉSA) ar an dáta a dtagann deireadh leis an bhfostaíocht. Agus an Tuarastal Scoir á ríomh, déanfar an buntuarastal a ríomh tríd an mbuntuarastal ar fhágáil a úsáid leis an athchóiriú iomlán maidir leis na ciorruithe speisialta pá ar an 29 Meitheamh 2009.

Is féidir le Baill de Scéim Pinsin Ranníocaíochtaí Sainithe RTÉ a roghnú glacadh lena gcuid sochair scoir tráth ar bith tar éis fágála dóibh, sa chás go bhfuil 50 bliain slán acu, ach ba cheart a thabhairt chun aire gur lú an tsuim pinsin a fhaigheann baill a thosaíonn ar theidlíochtaí a tharraingt níos luaithe mar gur daoire blianacht a cheannach de réir mar is óige an duine.

Is féidir le Baill de Scéim Pinsin '50/50' Riosca i bPáirt RTÉ iarratas a dhéanamh maidir le sochair scoir a ghlacadh tráth ar bith tar éis fágála dóibh, sa chás go bhfuil 55 bliain slán acu, ach ní mór toiliú RTÉ leis sin agus ba cheart a thabhairt chun aire gur lú na sochair pinsin a fhaigheann baill a thosaíonn ar theidlíochtaí a tharraingt níos luaithe mar gheall gur luaithe a íoctar iad, gur faide a bhítear á n-íoc agus gur daoire blianacht a cheannach de réir mar is óige an duine.

Conas a dhéantar Comhluach Airgid maidir leis an IRP a ríomh faoin Scéim maidir le Scor Luath?

The Equivalent Cash Values for the IRP represent the present value of the prospective IRP payments, based on a compound interest rate of 1.5% p.a.

Cad a tharlaíonn do na hÍocaíochtaí Athsholáthair Ioncaim faoin Scéim maidir Ie Scor Luath sa chás go bhfaighim bás níos luaithe ná an Gnáthdháta Pinsin?

Sa chás gurb é a roghnaigh tú an IRP a fháil i bhfoirm ioncaim, déanfar comhluach aon íocaíocht atá ag seasamh amach a íoc ina chnapshuim le d'eastát tar éis do bháis.

Sa chás go nglactar le m'iarratas, an mbeidh aon srianta i bhfeidhm i mo leith ina dhiaidh sin?

Ní bheidh tú incháilithe maidir le hathfhostaíocht ná le d'athfhostú ag RTÉ in aon cháil (mar fhostaí, mar chonraitheoir neamhspleách nó trí chomhlacht nó gníomhaireacht ná eile) ach amháin i gcásanna eisceachta agus sin le haontú an Phríomh-Stiúrthóra i scríbhinn roimh ré.

Go ceann aon bhliain amháin ón dáta ar a dtagann deireadh le do chuid fostaíochta le RTÉ, ní mór duit toiliú RTÉ i scríbhinn a lorg roimh ré sa chás gur mian leat seirbhísí inchomórtais a chur ar fáil, go díreach nó go hindíreach, d'aon eagraíocht craoltóireachta nó meán cumarsáide, nó a bheith fostaithe i

ról den sórt céanna le heagraíocht den sórt sin, atá in iomaíocht go díreach le RTÉ, agus ní leanfaidh tú ar aghaidh le ról den sórt sin go dtí go mbíonn toiliú leis curtha ar fáil ag RTÉ. Beidh aird ag RTÉ, agus socrú á dhéanamh toiliú leis nó gan toiliú leis, ar an bpost a bhí agat in RTÉ agus ar chineál an phoist a bhfuil i gceist agat dul ina bhun san eagraíocht craoltóireachta nó meán cumarsáide atá i gceist, ach déantar ar chuma ar bith an ceart a choimeád toiliú a thabhairt nó a dhiúltú de réir chomhairle RTÉ amháin.

Tá coinne socraithe agam leis an gComhairleoir Cánach a chuireann RTÉ ar fáil – cad is gá dom a dhéanamh go mbeidh an tairbhe is fearr agam as an gcruinniú sin?

D'fhonn cuidiú le meastachán a thabhairt maidir leis an gcáin a ghabhfadh le haon íocaíocht, iarrtar ort le do thoil na nithe seo a leanas a bheith leat agat:

- An léiriú pearsanta ar chúrsaí VEP i do chás-sa
- Dearbhú pá le tamall beag anuas
- Cóip den Deimhniú maidir le Creidmheasa Cánach má tá sin ar fáil agat

Má tá tú 55 bliain d'aois nó níos sine ar an dáta fágála, iarrtar ort na nithe seo a leanas a thabhairt leat freisin:

- An Ráiteas maidir le Sochar Pinsin measta sa chás go mbainfeá leas as VEP 2017, go háirithe má tá 55 bliain slán agat
- Sonraí logála isteach ar www.invescoonline.
 ie maidir le cúrsaí pinsin má tá sin agat

Má bhainim leas as an Scéim VEP, cén uair a cheart dom a bheith ag súil leis an gcnapshuim?

De ghnáth, féadfaidh tú a bheith ag súil leis an gcnapshuim a fháil laistigh de choicís ó imíonn tú ó RTÉ.

Gluais

Ioncam Athsholáthair Bliantúil (ARI)

Déantar an ARI a ríomh de réir 1.25% den Tuarastal Fágála lánaimseartha, arna mhéadú faoin tseirbhís ranníocaíochtaí i scéim pinsin faoi choimirce RTÉ. Tagann ARI faoi réir ag uasmhéid €20,000 p.a. (pro rata maidir le fostaí páirtaimseartha).

Fachtóirí Aistriúcháin Is léiriú ar an t-ioncam ionchais, arna mbunú ar ráta úis iolraithe 1.5% p.a., na fachtóirí aistriúcháin maidir leis an IRP agus an Rogha Ioncaim.

An Dáta Fágála an dáta deiridh fónaimh le RTÉ agus an dáta nach mbeifí fostaithe feasta ag RTÉ ina dhiaidh.

An Tuarastal Fágála na trí ghné seo a leanas arna n-áireamh le chéile:

- An buntuarastal ar an dáta fágála, le haon athchóiriú pá atá ag seasamh amach an tráth sin san áireamh,
- · Liúntais inphinsin ar an dáta fágála
- Meán bliantúil na seal-íocaíochtaí i rith an 12 mí anuas go dtí an 31 Nollaig 2016

Cnapshuim Ex Gratia an tsuim a íocfaidh RTÉ le baill foirne a bhaineann leas as na scéimeanna atá níos mó ná an íocaíocht iomarcaíochta reachtúil.

Íocaíocht Athsholáthair Ioncaim (IRP)

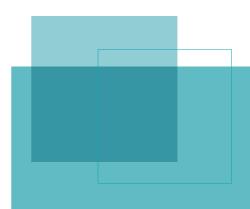
ls cuid amháin den chnapshuim VER an Íocaíocht Athsholáthair Ioncaim (is í an t-íocaíocht Aoischoibhneasa an dara cuid). Coibhéis cnapshuime an Ioncaim Athsholáthair Bhliantúil (ARI) atá iníoctha go mbítear 65 bliana d'aois (60 bliain d'aois maidir le ball de Scéim Aoisliúntais RTÉ) atá san IRP. Ní mór ar a laghad seacht mbliana d'fhónamh leanúnach le ranníocaíochtaí á ndéanamh le scéim pinsin a thagann faoi choimirce RTÉ go mbeifí incháilithe maidir leis an íocaíocht seo.

lomarcaíocht Reachtúil an íosmhéid a mbeifeá ina teideal sa chás go sásaítear na coinníollacha iomarcaíochta. Seo a leanas na híocaíochtaí reachtúla maidir le hiomarcaíocht:

- pá dhá sheachtain in aghaidh na bliana den fhostaíocht leanúnach, chomh maith le pá bónais aon tseachtain amháin
- Chun críche ríomh den sórt seo a dhéanamh, cuirtear uasteora €600 san áireamh maidir le pá seachtaine
- Ní ghearrtar cáin ar íocaíochtaí iomarcaíochta reachtúla

Scarúint Dheonach (VS) an scéim atá ar fáil do bhaill foirne incháilithe atá faoi bhun 55 bliana d'aois ar dháta na fágála.

Scor Luath Deonach (VER) an scéim atá ar fáil do bhaill foirne incháilithe a bhfuil 55 bliana slán acu ar dháta na fágála.



Aguisín I Cúrsaí Cánach

Íocaíocht Iomarcaíochta Reachtúil

Sa chás go mbíonn Íocaíocht Iomarcaíochta Reachtúil i gceist, íoctar an chnapshuim sin saor ó cháin.

Íocaíocht Ex Gratia

Tairgeann RTÉ íocaíocht iomarcaíochta breise, chomh maith leis an tsuim reachtúil. "Íocaíocht ex gratia" a thugtar air sin. Tá rialacha i bhfeidhm ag na Coimisinéirí Ioncaim faoin méid d'íocaíocht den sórt sin a mbíonn cáin le gearradh air. Go ginearálta, is féidir cuid den sochar seo nó iomlán an tsochair a íoc saor ó cháin. Seo a leanas na rialacha ina leith sin:

a) Díolúine Bhunúsach

Is féidir le RTÉ íocaíocht ex gratia €10,160 a dhéanamh saor ó cháin chomh maith le €765 sa bhreis i ndáil le gach bliain seirbhíse.

b) Díolúine Mhéadaithe

D'fhéadfadh go mbeifeá ábalta ardú €10,000 go dtí €20,160 chomh maith le €765 sa bhreis i ndáil le gach bliain iomlán seirbhíse a chur leis an díolúine i do chás féin ar an gcoinníoll nach ndearna tú éileamh maidir leis an díolúine mhéadaithe i rith na ndeich mbliana cánach deireanacha.

D'fhéadfadh cúis mhaith a bheith leis an díolúine mhéadaithe a shéanadh sa chás seo, ó d'fhéadfadh aon teidlíocht maidir le cnapshuim a mbeifeá ina teideal as scéim pinsin oibre san am atá le teacht a bheith i gceist. Mura séanann tú an ceart ar chnapshuim ó do scéim pinsin, tarlaíonn ísliú ar an díolúine mhéadaithe €10,000 seo maidir le:

- i. Aon chnapshuim saor ó cháin ón scéim pinsin a mbeifeá ina teideal gan mhoill, **nó**
- ii. Luach reatha ar dháta fágála na fostaíochta aon chnapshuim saor ó cháin a d'fhéadfadh a bheith le fáil ón scéim pinsin san am atá le teacht.

Ní féidir aon chinneadh an ceart ar chnapshuim ó do scéim pinsin a shéanadh a athrú ina dhiaidh sin.

c) Sochar Caighdeánach Caipitil Aoisliúntais

In ionad an díolúine bhunúsach ná an díolúine mhéadaithe a úsáid, is féidir leat an teidlíocht iomarcaíochta saor ó cháin i do chás féin a ríomh tríd an meántuilleamh le 36 mí anuas a aimsiú, sin a mhéadú faoi líon na mblianta seirbhíse agus sin a roinnt ar a 15. Ar aon dul leis an Díolúine Mhéadaithe, mura séantar an ceart ar chnapshuim ón scéim pinsin, tarlaíonn ísliú ar an díolúine maidir le:

- i. Aon chnapshuim saor ó cháin ón scéim pinsin a mbeifeá ina teideal gan mhoill, nó
- ii. Luach reatha ar dháta fágála na fostaíochta aon chnapshuim saor ó chain a d'fhéadfadh a bheith le fáil ón scéim pinsin san am atá le teacht.

Ní féidir aon chinneadh an ceart ar chnapshuim ó do scéim pinsin a shéanadh a athrú ina dhiaidh sin.

Cuirfear an díolúine is fabhraí i bhfeidhm maidir le d'íocaíocht VEP sa chás go socraíonn tú imeacht.

Uasteorainn maidir le Cnapshuimeanna Iomarcaíochta Saor ó Cháin

Gan bheann ar an modh ríomha a roghnaítear idir na trí mhodh thuas, ní féidir níos mó ná €200,000 d'íocaíochtaí iomarcaíochta (gan iomarcaíocht reachtúil a thabhairt san áireamh) a fháil saor ó cháin i rith do shaoil.

Sa chás gur mó an Chnapshuim Iomarcaíochta ex gratia ná an tsuim uasta is féidir a íoc saor ó cháin, tiocfaidh an farasbarr faoi réir cánachais ar ráta imeallach an iarratasóra maidir le cáin ioncaim agus USC.

Ioncam IRP

Gearrtar cáin ar aon íocaíocht maidir leis an rogha ioncaim ar an dóigh chéanna le hioncam scoir agus tagann íocaíocht dá leithéid faoi réir ÍMAT, ÁPSC agus an USC ar an ngnáthbhealach.

Sochair Scoir

Faoi láthair, is féidir cnapshuimeanna scoir as scéimeanna pinsin a íoc saor ó cháin suas le tairseach saoil €200,000, ach d'fhéadfadh go dtiocfadh athrú tráth is faide anonn a d'fhágfadh go mbeadh cáin le híoc ar a leithéid.

Gearrtar cáin ar íocaíochtaí pinsin as na scéimeanna pinsin nó íocaíochtaí a ghnóthaítear ó bhlianachtaí a cheannaítear tríd an scéim "50/50" Riosca i bPáirt nó an scéim DC mar ioncam scoir.

Breis Eolais

B'fhéidir gur mhaith leat leas a bhaint as coinne le Comhairleoir Cánach a chuirfidh meastachán ar fáil maidir leis na figiúirí ábhartha – is féidir coinne a chur in áirithe ach teachtaireacht ríomhphoist a sheoladh chuig **HRVEP@rte.ie**

Ní chuireann RTÉ comhairle ar fáil faoi chúrsaí airgid. Sa chás go bhfuiltear ag smaoineamh ar leas a bhaint as an VEP, moltar comhairle ghairmiúil neamhspleách a fháil.

Aguisín II Naisc Úsáideacha

Cúnamh d'Fhostaithe: féach Mol RTÉ maidir le mionsonraí.

Cúrsaí cánach maidir le cnapshuim iomarcaíochta:

http://www.citizensinformation.ie/en/ employment/retirement/ income_tax_ in_retirement/retirement_lump_sum_ taxation.html

Eolas maidir le cáin phearsanta:

http://www.revenue.ie/en/life-events-andpersonal-circumstances/

Eolas maidir leis an bPinsean Stáit:

http://www.welfare.ie/en/Pages/a-retiredor-an-older-person.aspx

Aguisín III **Foirm Iarratais Clár RTÉ maidir le Fágáil go Deonach 2017**

Ba cheart don iarratasóir an fhoirm a líonadh agus a sheoladh ar ais le teachtaireacht ríomhphoist chuig **HRVEP@rte.ie** nó ar an bpost chuig **Meitheal VEP HR, An Chéad Urlár, Bloc na nOifigí.**

Is mian liom leas a bhaint as Clár RTÉ maidir le Fágáil go Deonach agus déanaim iarratas foirmeálta leis seo go dtabharfaí san áireamh mé maidir le mo scaoileadh ón bhfostaíocht.

Ainm	Uimh. Aitheantais Foirne
Roinn	Rannóg
Ról Reat	ha
Síniú	Dáta
RTÉ am	s de dheoin an iarratasóra féin a dhéantar ar na háiseanna seo agus is de thogra náin a ghlactar le hiarratas ó bhall foirne.
le hiarra	Dé Máirt, an 10ú Deireadh Fómhair 2017 an dáta deiridh a mbeidh glacadh ais. Meastar gur i mí na Nollag 2017 a fhágfaidh an chuid is mó de na fostaithe nn lena n-iarratas RTÉ.
Do Hi Amhá	





RTÉ Voluntary Exit Programme 2021



Information Booklet March 2021

Contents 01 Introduction 02 Eligibility 03 Payments under the Schemes 04 Next Steps 05 Further Information Frequently Asked Questions Glossary

Appendix I - **Taxation**

Appendix II - Useful Links

Application Form

The issue or availability of this information booklet does not constitute an offer on the part of RTÉ. The booklet sets out the main features of the VEP and the support services available to prospective applicants. It is for interpretation purposes only and does not purport to be a legally binding document.

This booklet should be read in conjunction with the Explanatory Booklet for your pension scheme.

RTÉ does not provide financial advice. Employees considering the VEP are advised to seek independent professional advice.

The information contained in this document is confidential and may be legally privileged. It is intended solely for the use of RTÉ employees and their advisers and access to this document by any other party is unauthorised. If the reader is not the intended recipient, any disclosure, publication, copying, distribution, or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful.

O1 Introduction

This document introduces the RTÉ Voluntary Exit Programme 2021 (VEP 2021), comprising a Voluntary Severance (VS) and Voluntary Early Retirement (VER) scheme.

If you are eligible and wish to apply, you must do so by **5pm on Friday 23rd April 2021**.

It should be noted that all applications will go through a review process. Personal VEP illustrations and related tax advice will only be issued to employees who receive confirmation that their application has been approved. If your application is approved, you will have a period of one week to decide whether to accept the offer of VES or VER from the date on which you receive your statement.

Applications will be approved only where it is confirmed that the role can be suppressed and there is no adverse impact on content and services.

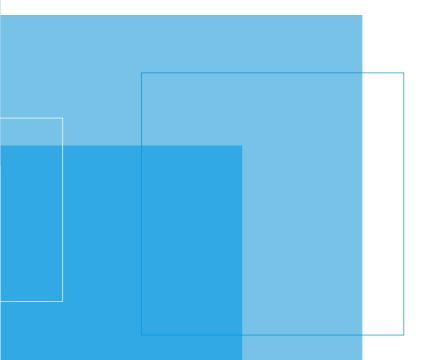
Successful applicants will be facilitated to leave RTÉ as soon as is practicably possible within Q2 2021 or early Q3 2021. Final decisions on all applications will be made by the Executive Board.

02 Eligibility

The schemes are open to all employees who will have completed at least two years' continuous service on the date their employment ceases.

RTÉ will consider all applications on a fair, objective and non-discriminatory basis, in compliance with the requirements of the Employment Equality Acts 1998 - 2015.
RTÉ reserves the right to accept or reject applications entirely at its discretion. RTÉ reserves the right to refuse individual applications in instances where approval would not be in the organisation's commercial or business interests.

The availability of the VEP 2021 cannot be guaranteed beyond the closing date. Further it should be noted that any future voluntary exit programmes may be less financially beneficial than the VEP 2021.



03 Payment under the Schemes

Successful applicants will cease to be employees with effect from the Exit Date. On exit, RTÉ will pay a Redundancy Lump Sum, inclusive of any statutory redundancy entitlements.

Benefits will be based on **Exit Salary**, i.e. the sum of the following three elements:

- · Basic salary at exit
- · Pensionable allowances at date of exit
- The annual average of pensionable shift payments over the 12 months ending on 31 December 2020.

(A) Voluntary Severance (VS) - for employees under aged 55

If you are under 55 at date of exit AND your application has already been approved based on confirmation that your role can be suppressed, you will receive a personalised illustration outlining how the VEP 2021 would apply to you. If offered VEP 2021 you will receive a VS Redundancy Lump Sum as follows, subject to a maximum of twice Exit Salary:

RTÉ Service	VS Redundancy Lump Sum based on Exit Salary	
2 to 5 years	4 weeks per year	
5 to 10 years	5 weeks per year	
10+ years	6 weeks per year	

Any statutory redundancy payable is included in the VS Redundancy Lump Sum.

(B) Voluntary Early Retirement (VER) – for employees aged 55 and over

If you are aged 55 or over at date of exit AND your application has already been approved based on confirmation that your role can be suppressed, you will receive a personalised illustration outlining how the VEP 2021 would apply to you. Your personalised illustration should be read in conjunction with the details below.

For an employee aged 55 and over at date of exit, you will receive a VER Redundancy Lump Sum, subject to a maximum of twice annual Exit Salary. For those over aged 61, the maximum amount payable reduces to 50% of Exit Salary times the years remaining to aged 65.

This VER Redundancy Lump Sum is made up of two payments, an Age-Related Payment PLUS an Income Replacement Payment (IRP), subject to the maximum total benefit above.

Members of the RTÉ Defined Contribution Pension Scheme (DC) or the RTÉ "50/50" Risk-Sharing Pension Scheme (50/50)

(i) Age-Related Payment

You will be paid an age-related payment based on a percentage of Exit Salary as set out below:

Age at Exit Date	% of Exit Salary		
Under 61	65%		
61	55%		
62	45%		
63	30%		
64	15%		

(ii) Income Replacement Payment (IRP)

The IRP is provided for those with at least seven years' continuous service contributing to the DC or 50/50 pension scheme.

This IRP lump sum is calculated as the cash equivalent of an Annual Replacement Income (ARI) payable until aged 65. This ARI amount is:

1.25% of Exit Salary (wholetime)

X

Contributory service in the DC or 50/50 pension scheme

The ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

The IRP (i.e. lump sum cash equivalent) is then obtained by applying a conversion factor, based on EXACT age at exit, to the ARI amount as follows:

Age at Exit Date	Conversion Factor	
55	9.29	
56	8.42	
57	7.54	
58	6.65	
59	5.74	
60	4.82	
61	3.88	
62	2.93	
63	1.97	
64	0.99	

Note: Actual factors will be based on exact age

Income Option - the IRP is paid as a lump sum as outlined above, or alternatively you have the option to take any ex-gratia element of the IRP (i.e. non-statutory amount) in the form of an annual income. This income will be payable fortnightly until aged 65.

Any statutory redundancy applicable is included in the VER Redundancy Lump Sum (i.e. the sum of Age-Related Payment and IRP) or payable if higher than above.

Members of the RTÉ Superannuation Pension Scheme (DB)

(i) Age-Related Payment

You will be paid the greater of:

- · an age-related percentage of Exit Salary or
- an age-related Minimum Cash Payment, as set out in the table below:

Age at Exit Date	% of Exit Salary	Minimum Cash Payment*	
55	50%	€40,000	
56	45%	€36,000	
57	40%	€32,000	
58	35%	€28,000	
59	30%	€24,000	
60	25%	€20,000	
61	20%	€16,000	
62	15%	€12,000	
63	10%	€8,000	
64	5%	€4,000	

^{*}pro-rata if part-time

(ii) Income Replacement Payment (IRP)

The IRP is provided for those with at least seven years' continuous service contributing in the DB pension scheme and under aged 60 at date of exit.

The IRP lump sum is calculated as the cash equivalent of an Annual Replacement Income (ARI) payable until aged 60. This ARI amount is:

1.25% of Exit Salary (wholetime)

Χ

Contributory service in the DB pension scheme

The ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

The IRP (i.e. lump sum cash equivalent) is then obtained by applying a conversion factor, based on EXACT age at exit, to the ARI amount as follows:

Age at Exit Date	Conversion Factor		
55	4.82		
56	3.88		
57	2.93		
58	1.97		
59	0.99		

Note: Actual factors will be based on exact age

Income Option – the IRP is paid as a lump sum as outlined above, or alternatively you have the option to take the IRP in the form of an annual income (i.e. the ARI). This income will be payable fortnightly until aged 60.

04 Next Steps

All employees eligible for the Voluntary Early Retirement scheme (i.e. aged 55 or over at exit) or Voluntary Severance (i.e. under aged 55 at exit) interested in making an application for VEP should send an application form in confidence to HRVEP@rte.ie or contact Julie Barrett (087 1082653) or Angela McEvoy (087 1322243). Application forms are available in this booklet or by contacting HRVEP@rte.ie.

- All applications are forwarded to the HR VEP team
- All applications will then be reviewed by the relevant division with a recommendation to accept/not accept the application together with rationale for the decision
- A further review will take place by a sub group comprising representatives from the Executive, HR and Finance
- A final review will take place with the full Executive who will confirm the final decision

If the application is approved - the following steps apply:

- The applicant will receive a personalised illustration for either voluntary severance or early retirement.
- On reviewing the personalised illustration the applicant may wish to consider their pension benefits and any tax implications.
- The applicant can contact the relevant pension office for up to date pension benefit statement (RTÉ Superannuation team – 01 2082537/pensions@rte.ie)
 - (Invesco – 01 2947600/rtepension@invesco.ie).
- The applicant can request a meeting with a tax consultant.

- Regarding tax implications RTÉ will provide the applicant with an appointment with a tax consultant to go through the details with them. To arrange an appointment with the tax consultant at the appropriate time please contact the HR VEP team HRVEP@ rte.ie or Julie Barrett (087 1082653) or Angela McEvoy (087 1322243)
- The applicant will be given a time frame by which they can accept or reject the offer from RTÉ.
- If the applicant accepts the offer, then a final date of employment will be agreed.

The closing date for receipt of applications is **Friday 23rd April 2021**.

05 Further Information

Frequently Asked Questions are set out at the end of this booklet.

For further advice and guidance, please contact the HR VEP team on **HRVEP@rte.ie** or your local HR representative.

Frequently Asked Questions

What is VEP?

The voluntary exit programme allows employees to apply for voluntary severance or early retirement from RTÉ.

Can anyone apply?

All employees who have two years' continuous service with RTÉ at date of exit can apply.

How do I apply?

You can apply by sending a completed application form to **HRVEP@rte.ie**. If your application is approved, you will receive a personalised illustration for either voluntary severance or early retirement.

Who will decide if my application is accepted?

The Executive Board will make the final decision on all applications.

If my application is declined, can I appeal the decision?

No, there is no right of appeal. RTÉ reserves the right to accept or reject applications entirely at its discretion.

How will I know if my application is accepted or not?

You will receive a formal letter confirming if your application has been approved or not.

If my application is successful, when would I leave RTÉ?

Successful applicants will be facilitated to leave RTÉ as soon as is practicably possible within Q2 2021 or early Q3 2021.

If successful and I am on maternity leave, when would I be expected to leave RTÉ?

The date of leaving service would follow maternity leave.

If successful and I am on a career break, when would I be expected to leave RTÉ?

It is anticipated that you would leave at the end of your career break.

Do I have to take all outstanding annual leave before I go?

It is intended that those approved for the VEP will take all annual leave prior to departure. Where RTÉ cannot facilitate all of this, the remaining annual leave balance will be paid on departure.

If I avail of the Voluntary Severance scheme, will periods of unpaid leave reduce my reckonable service for the purpose of calculating my VS Redundancy Lump Sum?

Yes, for the purpose of calculating the exgratia element of the VS Lump Sum, service means all paid service since commencement of employment with RTÉ, excluding periods of unpaid leave. Examples of the types of unpaid leave that would reduce your reckonable service include:

- · Career breaks
- Incentivised Career Breaks (ICBs)

For statutory redundancy purposes, agreed absences, such as career breaks will be regarded as reckonable service.

How does any period of Maternity or Adoptive Leave effect my reckonable service, for the purpose of calculating my VS Redundancy Lump Sum?

A period of Maternity or Adoptive Leave is counted as reckonable service (i.e. it does not reduce your VS Redundancy Lump Sum).

What financial advice and personal support will RTÉ provide?

RTÉ will offer support, including information on social welfare through the Employee Assistance Programme (EAP). Information about how to access this service is available on the RTÉ Hub https://hub.rtegroup.ie/resources/rte-employee-support-services. If you do not have access to the RTÉ Hub, please ask HR. In addition, a tax consultant will be available to employees whose VEP application has been approved.

If you are considering early retirement and your application has been approved, up to date pension statements can be obtained by contacting Invesco (01 2947600/info@invesco.ie) for people in RTÉ Defined Contribution Pension Scheme and RTÉ '50/50' Risk-Sharing Pension Scheme and RTÉ Superannuation team (01 2082537/pensions@rte.ie) for Members of the RTÉ Superannuation Scheme (RTÉSA). As people are predominantly working remotely, the preferred method of communication is by email. All employees considering the VEP should also seek independent professional advice.

Will I have to pay tax on my termination lump sum payment?

Any statutory redundancy payment will be payable tax-free. Any amount payable in excess of this will be payable tax-free up to a limit, depending on your salary and service with RTÉ.

If I avail of the schemes, will I be able to claim any social welfare benefits?

You should seek advice about your own personal circumstances before deciding whether to apply or not. You can get advice from the Employee Assistance Programme (see the Hub for details) or from the Department of Social Protection website www.welfare.ie

If I avail of Early Retirement, and opt for the income option, will this income be taxable?

Yes, these fortnightly payments will be taxed as retirement income and are currently subject to PAYE, PRSI and USC.

When I retire, will my retirement lump sum be taxable?

Currently, retirement lump sums payable from the pension schemes operated by RTÉ are payable tax-free up to €200,000.

Can I make pension contributions after leaving RTÉ under the scheme?

No, after leaving service you may no longer make normal contributions or AVCs.

Will I receive an illustration of my retirement benefits?

Employees aged 55 and over will not automatically receive an illustration of retirement benefits. In the event your application for VEP has been approved you can access your pension information by logging on with your personal login details to www.invescoonline.ie. If you have any difficulty accessing your information, please contact Invesco email rtepension@invesco.ie or tel 012947600.

If I leave under the scheme, how would this affect my pension?

Normal leaving service retirement benefit options will apply. These options vary in the different pension schemes. This booklet should be read in conjunction with the Explanatory Booklet for your pension scheme.

Members of the RTÉ Superannuation Scheme (RTÉSA) may apply to receive their Retirement Lump Sum and Retirement Pension from the RTÉSA at aged 60 or age at exit if greater. These benefits will be based on accrued Pensionable Service and Retiring Salary (as defined under the Regulations of the RTÉSA) at the date of cessation of their employment. Members of the RTÉ Defined Contribution Pension Scheme may elect to take their retirement benefits at any time after exit, if over aged 50, but it should be noted that members who commence to draw their entitlements early will receive a smaller pension amount because purchasing an annuity is more expensive at younger ages.

Members of the RTÉ '50/50' Risk-Sharing Pension Scheme may apply to take their retirement benefits at any time after exit, if over aged 55, but this requires the consent of RTÉ, and it should be noted that members who commence to draw their entitlements early will receive lower pension benefits because they will be paid earlier and for longer and purchasing an annuity is more expensive at younger ages.

Under the Early Retirement Scheme, how are the Equivalent Cash Values for IRP calculated?

The Equivalent Cash Values for the IRP represent the present value of the prospective IRP payments, based on a compound interest rate of 1.5% p.a.

Under the Early Retirement Scheme, what happens to my Income Replacement Payments if I die before my Normal Pension Date?

If you have opted to take your IRP in income form, then the lump sum equivalent of any outstanding payments will be paid on your death to your estate.

If my application is accepted, will any restrictions apply to me in the future?

You will not be eligible to be re-employed or re-engaged by RTÉ in any capacity (including as an employee, independent contractor or through a company or agency) save in exceptional circumstances and with the prior written approval of the Director-General.

For a period of one year after the date on which your employment with RTÉ ceases, you must seek RTÉ's written consent in advance if you wish to directly or indirectly provide comparable services to, or become employed in a similar role with any broadcast or media organisation that directly competes with RTÉ, and you will not proceed with such role until consent from RTÉ has been provided. RTÉ. in considering whether to grant or withhold consent, will have regard to the position held by you in RTÉ and the nature of the position you intend to take up in the broadcast or media organisation concerned, but otherwise reserves absolute discretion with regard to consent

I have an appointment with the Tax Consultant provided by RTÉ – what do I need to do to get the best out of this meeting?

To help estimate the tax implications of any payment, please bring with you the following:

- Your personalised VEP illustration
- · A recent payslip
- A copy of your Certificate of Tax Credits if available.

If you are aged 55 or over, please bring:

- · A Recent Pension Statement
- Pension log-on details for rtepension@invesco.ie if applicable.

If I avail of the VEP scheme, when can I expect to receive the lump sum?

Generally you can expect to receive the lump sum within a fortnight of exiting employment with RTÉ.

Glossary

Annual Replacement Income (ARI) is calculated as 1.25% of your Exit Salary (wholetime), multiplied by your contributory service in an RTÉ sponsored pension scheme. ARI is subject to a maximum of €20,000 p.a. (pro-rata if part-time).

Conversion Factors for the IRP and Income Option represent the present value of prospective income, based on a compound interest rate of 1.5% p.a.

Exit Date is the last date of service with RTÉ and the date from which you would no longer be employed by RTÉ.

Exit Salary is the sum of the following three elements:

- · Basic salary at exit
- · Pensionable allowances at date of exit
- Annual average of pensionable shift payments over the 12 months ending on 31 December 2020.

Ex-Gratia lump sum is the amount that RTÉ will pay to employees availing of the schemes, which is over and above the Statutory Redundancy payment.

Income Replacement Payment (IRP) is one part of the VER lump sum (the other part being the Age Related payment). The IRP is a lump sum equivalent of an Annual Replacement Income (ARI) payable until aged 65 (aged 60 if a member of the RTÉ Superannuation Scheme). To qualify for this payment, you must have at least seven years continuous service contributing in an RTÉ sponsored pension scheme.

Statutory Redundancy is the minimum that you will be entitled to in the event of meeting the redundancy requirements. Statutory redundancy payments are:

- 2 weeks' pay for each year of continuous employment, plus one bonus week of pay
- For the purposes of this calculation, one week's pay is limited to a maximum of €600
- Statutory redundancy payments are not taxable.

Voluntary Severance (VS) is the scheme available to eligible employees under aged 55 at date of exit.

Voluntary Early Retirement (VER) is the scheme available to eligible employees aged 55 and over at date of exit.



Appendix I Taxation

Statutory Redundancy Payment

Where Statutory Redundancy applies, this lump sum is payable tax-free.

Ex-Gratia Payment

RTÉ offers an additional redundancy payment, together with the statutory amount. This is called an "ex-gratia payment". There are Revenue rules on the amount of any such payment that will be taxable. In general, part or the whole of this benefit can be paid tax-free. The rules are as follows:

a) Basic Exemption

RTÉ can give you an ex-gratia payment of €10,160 with an additional €765 for each year of service tax free.

b) Increased Exemption

You may be able to increase your exemption by €10,000 to €20,160 plus €765 for each complete year of service provided that you have not made a claim for the increased exemption amount in the previous ten tax years.

There may be good reason not to avail of the increased exemption, because it may be affected by any future lump sum entitlement that you may be entitled to from an occupational pension scheme. Unless you waive your right to a lump sum from your pension scheme, this increased exemption of €10,000 is reduced by either:

- i. Any tax-free lump sum from the pension scheme to which you may be immediately entitled. or
- ii. The present day value at date of leaving employment of any tax-free lump sum which may be received from the pension scheme in the future.

Any decision you make to waive your right to a lump sum from your pension scheme is irrevocable.

c) Standard Capital Superannuation Benefit

Rather than using the basic or increased exemption, you can calculate your tax-free redundancy entitlement by taking your average earnings over the last 36 months, multiplying them by your number of years of service and dividing by 15. As with the Increased Exemption, unless you waive your right to a lump sum from your pension scheme, this exemption is reduced by either:

- i. Any tax-free lump sum from the pension scheme to which you may be immediately entitled, or
- ii. The present day value at date of leaving employment of any tax-free lump sum which may be received from the pension scheme in the future.

Any decision you make to waive your right to a lump sum from your pension scheme is irrevocable.

The most favourable exemption will be applied to your VEP payment should you decide to leave.

Upper Limit on Redundancy Tax Free Lump Sums

No matter which of the three calculation methods is chosen, the amount of your redundancy payments (excluding statutory redundancy) that can be received tax free in your lifetime is €200,000.

If the ex-gratia Redundancy Lump Sum exceeds the maximum amount which can be paid tax-free, then the excess will be subject to taxation at the applicant's marginal rate of income tax and USC.

IRP Income

Any payments from the income option are taxed in the same manner as retirement income and are subject to PAYE, PRSI and USC in the normal manner.

Retirement Benefits

Retirement lump sums from the pension schemes are currently payable tax-free up to a maximum of the £200,000 lifetime threshold but may become taxable if taken at some point in the future.

Pension payments from the pension schemes or payments generated by annuities purchased through the "50/50" Risk-Sharing Scheme or DC Scheme are taxed as retirement income.

Further Information

If your VEP application has been approved you may wish to avail of an appointment with a Tax Consultant who will give you an estimate of the relevant figures – to book an appointment email HRVEP@rte.ie

RTÉ does not provide financial advice. If you are considering availing of the VEP you are advised to seek independent professional advice.

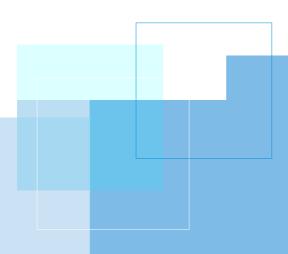
Appendix II Useful Links

Employee Assistance Programme: for details see the RTÉ Hub. https://hub.rtegroup.ie/resources/rteemployee-support-services/

Taxation of redundancy lump: http://www.citizensinformation.ie/en/ employment/retirement/ income_tax _in_retirement/retirement_lump_sum_ taxation.html

Personal tax information: http://www.revenue.ie/en/life-events-andpersonal-circumstances/

State Pension information: http://www.welfare.ie/en/Pages/a-retiredor-an-older-person.aspx



Name

Department

Application Form RTÉ Voluntary Exit Programme 2021

Applicants should complete and return via email to HRVEP@rte.ie

I wish to avail of the **RTÉ Voluntary Exit Programme** and hereby formally apply to be considered for release.

Employee ID No.

Division

Current Rol				
- Current Aoi	5			
Signed		Date		
Application for these facilities is voluntary and acceptance of applications from employees is at RTÉ's discretion.				
Closing date for receipt of applications is Friday 23rd April 2021 .				
	Scheme Applicable:			
HR Use Only				

