



Education International  
Internationale de l'Education  
Internacional de la Educaci3n

<http://www.ei-ie.org>

**EUROPEAN REGION-  
ETUCE**

**President**

Christine BLOWER

**Vice-Presidents**

Odile CORDELIER  
Walter DRESSCHER  
Paula ENGWALL  
Andreas KELLER  
Galina MERKULOVA  
Branimir STRUKELJ



5, Bd du Roi Albert II, 9th  
1210 Brussels, Belgium  
Tel +32 2 224 06 91/92  
Fax +32 2 224 06 94  
[secretariat@csee-etuice.org](mailto:secretariat@csee-etuice.org)  
<http://www.csee-etuice.org>

**European Director**

Martin RØMER

**Treasurer**

Mike JENNINGS

# ETUCE

## European Trade Union Committee for Education EI European Region

To:  
Mr Andreas Dahlen  
European Commission / DG Research  
Mr Paul Jankowitsch  
Chair of RESAVER Consortium

*Brussels 15.04.2015  
MR/ar/9817*

Dear Mr Dahlen and Mr Jankowitsch,

ETUCE Higher Education and Research Standing Committee has discussed again about the proposed set up and structure of RESAVER. The trade unions organising staff in the higher education and research sectors kindly ask you to answer to their following questions in a written form, preferably before 1 May.

Thank you in advance.

Kind regards,

Martin Rømer  
European Director

Questions:

1. What are the details of the scheme?
  - What are the contribution rates for employees and employers?
  - Is tax paid on contributions or tax relief offered on contributions?
  - Will contribution rates be adjusted in order to allow for social security and statutory provisions operating in various countries?
  - What is the management fee for the scheme?
  - Is the fee a start-up fee or an ongoing management fee?
  - Is there a gradient of fees?

- Over what number of years will the charging structure operate?
  - Will fees be paid prior to draw down of pension and/or lump sum?  
e.g. 2% of €200.000 is €4,0000,
  - Where are the funds to be invested?
  - Will members be permitted to choose how to invest their contributions on an individual basis? Will education/advice be offered to members re such investments?
  - What is the agreed range of spread of investments?
  - Where are funds invested? Balanced funds? Mixed funds?
  - As individuals move nearer to retirement age, is there provision for the safekeeping of funds?
  - Is averaging set up for the last 5 years prior to retirement?
  - Is the proposed pension scheme as flexible as a Personal Retirement Savings Account (PRSA)?
  - Are funds transferable to other schemes in the public and private sectors?
  - Will the contribution rates be standard across Europe or will they vary from country to country.
  - How will the scheme co-ordinate with existing national pension schemes in European countries?
  - If a researcher who is a member of the scheme is successful in getting a public sector lecturing job with an occupational pension scheme,  
will the funds in the RSV be transferable to the occupational pension scheme?
  - Can members make ongoing contributions and/or lump sum contributions?
  -
2. Who monitored the tendering process for the provider of the scheme?
- How many companies tendered?
  - Who is the successful tender?
  - When will the scheme be reviewed?
  - How often will the scheme be re-tendered for?
3. What retirement benefits are being offered by the proposed scheme?
- Ill health/disability early retirement provisions with additional years' service added?
  - Death in service benefits?

- Benefits for dependants (spouse and children) in the event of the death in service of the member of the scheme?
- What is the earliest age/length of service one can draw down a pension without an actuarial deduction?
- How is pension and lump sum calculated for individuals retiring on full service?
- How is pension and lump sum calculated for individuals retiring on less than full service?
- Will the retirement benefit accruing for those retiring be the same in every country?

4. Has Belgium been selected as the preferred location for the operation of the RSV for researchers in line with the recommendation of the Task force?

If the location is Belgium how will those administering the scheme take the different rules and regulations operating in different countries into account?

- Eligibility conditions i.e, minimum/maximum retirement age
  - Permitted contribution rate,(flat rate/age related rate) i.e, in some countries you can increase you % contribution rate as you get nearer to retirement age
  - Maximum tax effective contributions
  - Maximum legally permitted contribution amounts
  - Ability to make additional voluntary contributions
  - The right to determine how your contributions are invested
  - Flexibility in benefit payment form- pension and or lump sum
5. What are the details of the Governance and operational structures?
- What are the arrangements for the representation of employees, trade unions in such structures?