

**SCOTTISH TEACHERS' SUPERANNUATION SCHEME  
01/2015**

**WHO SHOULD READ:** Chief Executives, HR and Payroll Managers, Teacher's unions and representatives

**ACTION:** To read and circulate to interested parties and members of the STSS

**SUBJECT:** Implementation of the Marriage and Civil Partnership (Scotland) Act 2014 ("the 2014 Act")

The purpose of this circular is to advise teachers, employers and representatives about the implementation of the above Act which:

- introduces same sex marriage in Scotland
- allows civil partners in a civil partnership registered in Scotland, to a marriage in Scotland and
- amends the Gender Recognition Act 2004

The provisions of the 2014 Act came into force on 16 December 2014. As a result, taking into account the minimum notice period of 15 days, the first same sex marriage ceremonies took place in Scotland on 31 December 2014. Also from 16 December, civil partners who registered their partnership in Scotland can change their relationship into a marriage.

The Government policy is that public service pension schemes provide the same survivor benefits for married same sex couples as those provided for civil partners. These changes became effective from 16 December 2014 when the first marriages took place where the 15 day notice period was exempted or where a civil partnership can be changed into a same sex marriage.

Service from 6 April 1988 automatically counts for widowers' and surviving civil partner pensions and the pension scheme regulations will be amended to show that rights for surviving spouses of same sex marriages will accrue on the same basis. Subject to a qualifying period of two years pensionable employment after 6 April 1988, pensioners and deferred members will acquire survivor pension rights in respect of service undertaken on or after 6 April 1988.

From 31 December 2014, the entitlement to survivor benefits on the death of a member is shown in the next table.

STSS NPA (60)	Survivor benefit when marriage took place in active service (and post active service if different) and member dies in retirement	Additional features
Female who survives her male spouse	50% of member's pension on service from 1 April 1972  If married after retirement or leaving pensionable employment, 50 % of member's pension on service from 6 April 1978	Pension ceases on remarriage/co-habitation except where member has service on or after 1 April 2007, then payable for life
Male who survives his female spouse	50% of member's pension for service from 6 April 1988	Pension ceases on remarriage/co-habitation except where member has service on or after 1 April 2007, then payable for life
Surviving civil partner and survivor of as marriage between a same sex couple	50% of member's pension from 6 April 1988	Pension ceases on remarriage/partnership/co-habitation except where member has service on or after 1 April 2007, then payable for life

Other changes to survivor benefits include an opportunity from 16 December for active members to purchase at full cost, increased survivor pension cover for any service before April 1988 in respect of a widower, the surviving male spouse of a person of the same sex civil partnership or marriage and male survivors in respect of nominated partners.

Members can apply to purchase pre 1988 service by writing to SPPA within six months of registering their same sex marriage.

Also, from 16 December 2014, it is possible for:

1	Same sex couples to submit their notice of intention to marry to the district registrar	They must give at least 14 clear days' notice (the same as opposite sex couples)  In practice this means that the notice must be lodged a minimum of 15 days before the date of the wedding
2	Same sex couples in a civil partnership registered in Scotland to apply to change their civil partnership into marriage	If couples want to change their civil partnership into a marriage through an administrative procedure they can do so from 16 December 2014



		If couples want a ceremony, they must submit notice of intention to marry
3	Same sex couples to submit their notice of intention to enter into a civil partnership through having a religious belief ceremony	They must give 14 clear days' notice
4	Transgender people in a marriage solemnised in Scotland to apply for gender recognition without the need for divorce	They will be able to apply directly to the <a href="#">Gender Recognition Panel</a> from 16 December 2014

The pension scheme regulations will be amended to reflect these provisions in due course. However, if you have any enquiries about this circular, or require further information, please contact: [Brenda.callow@scotland.gsi.gov.uk](mailto:Brenda.callow@scotland.gsi.gov.uk)

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**12 January 2015**

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