



EX-GRATIA DEFINED PENSION BENEFIT – ELEGIBILITY FOR FORMER CONTRACTED OFFICERS

Are you a retired or currently serving civil servant who was employed in the Cayman Islands Government before 1 January 2000 as a non-Caymanian contracted officer? Were you entitled to a contracted officer's supplement but did not receive one? Did you gain Caymanian status after 1 January 2000?

Under the provisions of the Public Service Pensions (Ex-Gratia Pensions) Regulations (2026 Revision) https://legislation.gov.ky/cms/images/LEGISLATION/SUBORDINATE/2004/2004-0019/2004-0019_2026%20Revision.pdf, you may be eligible for an *ex-gratia* defined benefit pension for unpaid contracted officer's supplement.

The Public Service Pensions Board (PSPB) and the Portfolio of the Civil Service are aware that there are individuals who may meet the full criteria set out in the regulations, which would qualify them for the *ex-gratia* defined benefit pension.

Such persons can apply to the PSPB for this pension. To facilitate this, the PSPB has set up a process for accepting and assessing applications and for bringing people who meet the criteria onto the defined benefit pension scheme.

Eligibility criteria

To qualify for the *ex-gratia* defined benefit pension, you must be a Caymanian who is eligible for normal or early retirement, or retirement due to being permanently disabled (as certified by the Chief Medical Officer), **and** meet **all** the eligibility criteria set out in regulation 2A, subregulation (2) of the Public Service Pensions (Ex-Gratia Pensions) Regulations (2026 Revision). The following is a summary of these criteria:

1. you held an office in the Public Service prior to 1 January, 2000;
2. you were granted Caymanian status after 1 January, 2000;
3. you were employed continuously without a break in contracts, and continued to be employed with the Government when you obtained the grant of Caymanian status;
4. you were not an active participant in the prior pensions plan on 1 January, 2000 and so were not eligible to become an active defined benefit participant as defined in Part II of the Public Service Pensions Law, 1999 and pursuant to section 29(1) of the same law;
5. you were employed with provisions that entitled you to a contracted officer's supplement, a pension award option, or a provision to the effect that, upon being granted Caymanian Status, you become eligible to join the permanent and pensionable Establishment and your appointment will be antedated to the date on which you were granted Caymanian Status;
6. you were, at any period before 1 January 2000, entitled to the payment of a contracted officer's supplement (either pursuant to your contract or pursuant to the General Orders), but were not provided with a contracted officer's supplement;
7. you have not benefited from any *ex-gratia* payment in relation to the period of time in office, when you did not receive a contracted officer's supplement and did not receive pension benefits, and



8. since 1 January 2000, you have not settled or otherwise executed a Settlement Deed with the Cayman Islands Government and received payments of the settlement sum, for a claim for contracted officer's supplement, or pension benefits, including Defined Benefits equivalent claims.

Application process

1. **Check your eligibility.** You must meet the eight criteria listed above in order to be eligible. ***Only apply if you meet all the eligibility requirements.***
2. **Complete the application form.** [2026-04-06-05-10-41-Ex-Gratia-Pension-Application-Form.pdf](#) and [2026-08-14-16-04-23-Ex-Gratia-Disclaimer-April-2026.pdf](#)
3. **Prepare your supporting documents.** Along with your application form, you must submit:
 - a. a letter setting out your grounds for applying for the grant of an ex-gratia defined benefit pension;
 - b. where applicable, a medical certificate signed by the Chief Medical Officer stating that you are permanently disabled;
 - c. your original birth certificate or passport and, where applicable, your status certificate; and
 - d. copies of contracts to support ex-gratia defined benefit service.
4. **Submit the form and documents.** Submit the form and supporting documents via email to:

Chief Executive Officer
Public Service Pensions Board
pams@pspb.ky

Allow time for your application to be processed. Once you submit your application, we will confirm receipt. However, the process of investigating your eligibility involves identifying and reviewing documents for the period before January 2000 and therefore could take up to several months. We will endeavour to keep you informed of progress but ask you to be patient while we process your application.