

## Guernsey

Exchange rate: US\$1.00 = 0.61 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1925 (old age) and 1935 (old age and survivors).

**Current laws:** 1971 (social assistance), 1978 (social insurance), and 1984 (attendance and invalid care).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons under age 65; nonemployed persons, and persons age 65 or over, with an annual income of £16,640 or more.

Voluntary coverage for nonemployed persons under age 65 with an annual income of less than £16,640.

**Social assistance and disability income-tested allowances:** All residents of Guernsey.

#### Source of Funds

**Insured person:** 6% of covered earnings; 9.9% of annual income for nonemployed persons under age 65 (old age and survivors); none if aged 65 or over.

The minimum weekly earnings used to calculate contributions are £128.

The maximum weekly earnings used to calculate contributions are £2,547.

The insured's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

The nonemployed persons' (under age 65) contributions also finance prescription medication, long-term care, and some medical services.

The minimum annual income of nonemployed persons used to calculate contributions is £16,640. Nonemployed persons with annual income above £16,640 up to £132,444 pay contributions on the difference between their income and an income allowance of £7,059.

The maximum annual earnings of nonemployed persons used to calculate contributions are £132,444.

**Self-employed person:** 10.5% of covered earnings.

The minimum annual earnings used to calculate contributions are £6,656.

The maximum annual earnings used to calculate contributions are £132,444.

The self-employed person's contributions also finance sickness, maternity, and work injury benefits; prescription medicine; long-term care; and some medical services.

**Employer:** 6.5% of covered payroll.

The minimum weekly earnings used to calculate contributions are £128.

The maximum weekly earnings used to calculate contributions are £2,547.

The employer's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

**Government:** 15% of total contributions; total cost of social assistance and other noncontributory benefits; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 156 weeks of paid contributions and an annual average of at least 50 weeks of paid or credited contributions in the 45-year period from age 20 to age 65.

Partial pension: Age 65 with at least 156 weeks of paid contributions and an annual average of 10 to 49 weeks of paid or credited contributions.

Dependent's supplement: Paid for a dependent wife younger than age 65 with an annual average of 50 weeks of paid or credited contributions; 10 to 49 weeks for the reduced supplement.

Contributions may be credited for persons who are not working to care for a child younger than age 16.

Retirement is not necessary.

The old-age pension is payable abroad.

**Disability pension (invalidity benefit):** Must be assessed as incapable of any work and have at least 50 weeks of paid or credited contributions in the relevant contribution year for the full pension.

Partial pension: A percentage of the full pension is paid with 26 to 49 weeks of paid or credited contributions in the relevant contribution year.

The disability pension is replaced by the old-age pension at age 65.

The disability pension is payable abroad under reciprocal agreement.

**Attendance allowance (income tested):** Paid after three months of severe disability (special conditions apply if the insured is terminally ill). The insured was born in Guernsey or resided in Guernsey for at least five years. The annual household income must not exceed £90,000.

**Invalid care allowance (income tested):** Paid to an individual caring for a person with a severe disability for at least 35 hours a week and earning less than £128 a week from employment. The annual household income must not exceed £90,000.

**Bereavement payment (survivor grant):** The deceased had an annual average of at least 50 paid or credited weekly contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The benefit is paid to the widow(er) who was married to the deceased at the time of death.

The bereavement payment is in addition to other survivor benefits.

**Widowed parent's allowance:** The deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The allowance is paid to a surviving spouse who was married to the deceased at the time of death, and who has at least one dependent child.

The widowed parent's allowance ceases on remarriage or cohabitation.

The widowed parent's allowance is replaced by the old-age pension at age 65.

**Bereavement allowance:** The deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The allowance is paid to a surviving spouse below pensionable age with no dependent children, and who was married to the deceased at the time of death.

The bereavement allowance is replaced by the old-age pension at age 65.

**Death grant:** The deceased had an annual average of 45 to 52 weeks of paid or credited contributions from age 20 to the year of death and 26 weeks since 1971 for the full benefit; 10 to 44 weeks for the reduced benefit. The grant is paid on the death of the insured, to the surviving spouse, or child.

All survivor payments, allowances, and grants are payable abroad.

**Supplementary benefits (income tested):** Paid to persons older than age 65, persons with disabilities, persons incapacitated by illness or injury, persons caring for a family member, single parents, or job seekers. Total income, including supplementary benefit, cannot exceed £515 a week.

### **Old-Age Benefits**

**Old-age pension:** £196.90 a week is paid.

Partial pension: £39.38 a week to £192.96 a week is paid depending on the annual average of contributions paid or credited.

**Dependent's supplement:** £98.63 a week is paid for a dependent adult; £19.73 a week to £96.66 a week with a partial pension

**Supplementary benefit (income tested):** Up to £515 a week is paid, according to the household circumstances, and the number and age of dependents.

Benefit adjustment: All old-age benefits are adjusted annually on the recommendation of the Social Security Department.

### **Permanent Disability Benefits**

**Disability pension (invalidity benefit):** £174.16 a week is paid.

Partial pension: £95.76 a week to £168.91 a week is paid depending on the annual average of contributions paid or credited after entitlement to cash sickness benefits ceases.

**Attendance allowance:** £96.95 a week is paid.

**Invalid care allowance:** £78.40 a week is paid.

**Supplementary benefit (income tested):** Up to £515 a week is paid, according to the family's income, housing arrangements, and the number and age of dependents.

Benefit adjustment: All disability benefits are adjusted annually on the recommendation of the Social Security Department.

### **Survivor Benefits**

**Bereavement payment (survivor grant):** A lump sum of £1,787 is paid; £357 to £1,751 for the reduced benefit.

**Widowed parent's allowance:** £207.05 a week is paid; £88.35 a week to £204.08 a week for the reduced benefit.

**Bereavement allowance:** £178.03 a week is paid; £35.61 a week to £174.47 a week for the reduced benefit.

**Death grant:** A lump sum of £565 is paid; £282.50 to £423.75 for the reduced benefit.

**Supplementary benefit (income tested):** Up to £515 a week is paid, according to the family's situation and the number and age of dependents.

Benefit adjustment: All survivor benefits are adjusted annually on the recommendation of the Social Security Department.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers the program.

## Sickness and Maternity

### Regulatory Framework

**First laws:** 1964 (sickness), 1971 (maternity), and 1972 (medicine).

**Current laws:** 1971 (social assistance); 1978 (social insurance); 1990 (medical benefits); and 2002 (long-term care).

**Type of program:** Social insurance (cash benefits), social assistance (means-tested benefits), and universal (medical benefits and long-term care) system.

### Coverage

**Cash sickness and maternity benefits:** Employed and self-employed persons with weekly earnings of £128 or more.

**Long-term care benefit:** Residents of Guernsey.

**Medical benefits:** Residents of Guernsey.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors. All persons over age 65 contribute 2.9% of annual income (long-term care and medical benefits).

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors; the total cost of supplementary benefits.

### Qualifying Conditions

**Cash sickness benefits:** Must have at least 26 weeks of paid contributions since first becoming covered and at least 26 weeks in the relevant contribution year.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

**Cash maternity allowances:** Must have at least 26 weeks of paid or credited contributions in the relevant contribution year.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

**Maternity grant:** Must be insured and ordinarily a resident of Guernsey.

**Long-term care benefit:** Must have resided in Guernsey for at least five years, including the year immediately before receiving the long-term care benefit, and must receive residential care, residential care with elderly mentally infirm care, or nursing care in an approved care facility.

### Sickness and Maternity Benefits

**Sickness benefit:** £144.90 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, £79.73 a week to £140.56 a week is paid depending on the contributions paid.

The benefit is paid for up to 26 weeks.

**Maternity allowance:** £144.90 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, £79.73 a week to £140.56 a week is paid depending on the contributions paid or credited.

The allowance is paid for 18 consecutive weeks starting from one to 11 weeks before the expected date of birth, depending on the insured's choice.

**Maternity grant:** A lump sum of £362 is paid.

**Long-term care benefit:** £413.98 a week is paid for residential home care (£545.44 a week if assessed with an elderly mental infirmity (EMI)); and £772.87 a week for nursing home care. (The beneficiary must make a weekly copayment of £186.83.)

£600.81 a week is paid for respite care provided in a residential home (£732.27 a week if assessed with an EMI); or £959.70 a week for respite care provided in a nursing home. (There are no copayments for persons receiving respite care.)

There is no limit to duration for long-term care benefits.

### Workers' Medical Benefits

**Medical benefits:** The government provides acute hospital accommodation. Specialist group practices under contract with the government provide specialist medical services.

**Cost sharing:** The insured pays a flat-rate fee of £3.30 for medical prescriptions. The fund pays additional costs. There is no prescription fee for persons older than 65 or for social assistance beneficiaries and their dependents. The fund pays a partial subsidy directly to an approved doctor (£12) or nurse (£6).

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

Eligible dependents include the insured's children. Non-working spouses must be registered and covered in their own right.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers cash benefits.

Health and Social Services Department administers hospital benefits.

### **Work Injury**

---

#### **Regulatory Framework**

**First law:** 1925.

**Current law:** 1978 (social insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed and self-employed persons.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

#### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

#### **Temporary Disability Benefits**

**Temporary disability benefit (industrial injury):** £144.90 a week is paid for up to 26 weeks; thereafter, the insured may be entitled to receive the full disability pension (see Old Age, Disability, and Survivors) until reaching pensionable age.

#### **Permanent Disability Benefits**

**Permanent disability benefit (industrial disablement):** If the insured is assessed with a full disability (100%), the weekly pension is £158.67. The benefit is proportionately reduced for an assessed degree of disability from 20% to 90%.

A medical board assesses the degree of disability.

Benefits are also provided under Old Age, Disability, and Survivors and Sickness and Maternity.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Social Security Department.

### **Workers' Medical Benefits**

The government provides hospital accommodation. Specialist group practices under contract with the government provide specialist medical services.

There is no cost sharing.

### **Survivor Benefits**

**Bereavement payment (survivor grant):** A lump sum of £1,787 is paid if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks the lump sum varies from £357 to £1,751 depending on the annual average.

**Widowed parent's allowance:** £207.05 a week is paid if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks, £88.35 a week to £204.08 a week is paid depending on the annual average.

If the deceased had an annual average of less than 10 weeks of paid or credited contributions and death was the result of a work injury, the minimum number of weeks of contributions used to calculate benefits is 10.

**Bereavement allowance:** £178.03 a week is paid if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks, £35.61 a week to £174.47 a week depending on the annual average.

The allowance is paid to a surviving spouse below pensionable age with no dependent children, and who was married to the deceased at the time of death.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Social Security Department.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers the program.

### **Unemployment**

---

#### **Regulatory Framework**

**First law:** 1964.

**Current law:** 1978 (social insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons with weekly earnings of at least £128.

Exclusions: Self-employed and nonemployed persons.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

**Unemployment benefits:** Must have at least 26 weeks of paid or credited contributions. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 paid or credited weekly contributions.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

The insured must register at a job center each week to confirm his or her availability for work. The insured may be disqualified for 10 weeks for leaving employment voluntarily, misconduct, or refusing a suitable work offer.

### Unemployment Benefits

£144.90 a week is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks, £79.73 a week to £140.56 a week is paid depending on the contributions paid or credited.

The benefit is paid for up to 180 days (excluding Sundays).

Requalification for the benefit requires 13 additional weeks of employment with weekly earnings of at least 40 times the young person's minimum hourly wage rate. Persons enrolled in a training course that is fully or partially funded by the States of Guernsey are not entitled to requalify for the benefit.

The young person's minimum hourly wage rate is £5.25.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Social Security Department.

### Administrative Organization

Social Security Department (<http://www.gov.gg>) administers the program.

### Family Allowances

#### Regulatory Framework

**First law:** 1943.

**Current law:** 1950 (family allowances).

**Type of program:** Universal system.

#### Coverage

All residents of Guernsey with one or more children.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowances:** Paid to a parent or guardian for a child younger than age 16 (age 20 if a student). The claimant was born in Guernsey or has resided in Guernsey for at least 52 weeks in the last two years.

### Family Allowance Benefits

**Family allowance:** £15.90 a week is paid for each child.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Social Security Department.

### Administrative Organization

Social Security Department (<http://www.gov.gg>) administers the program.