

Group Life Cover

State Pension Age

What is the state pension age 'SPA'?

In 2011, the default retirement age was removed by way of The Employment Equality (Repeal of Retirement Age Provisions) Regulations 2011. These regulations included an exemption for group risk benefits, meaning employers are able to stop providing or offering insured benefits to their employees who are aged 65 and over.

The age at which group risk insured benefits can be withdrawn increases in line with the SPA, which is governed by an individual's date of birth.

The Government's current SPA timetable can be found [here](#), which shows the SPA for women increasing to age 65 between April 2010 and November 2018. SPA then increases from 65 to 66 for men and women between November 2018 and April 2020.

In July 2017, the current Government proposed further changes, accelerating the increase in SPA from 67 to 68 in 2037-39, bringing it forward by 7 years from its current legislated date of 2044-46.

Details of this review and recommendation can be found [here](#).

The legislation for this acceleration has not yet been passed and may change again.

How does this impact my SME clients?

If your SME clients are providing employee benefits to their workforce, for example life cover or income protection cover, they may need to review when these benefits expire for their staff.

If your client is operating a group scheme that has a termination age of younger than 65, or has not addressed the fact that SPA is increasing beyond 65, they may need to take action.

Want to know more?

Contact us on 0800 917 2111 or email ebnewbusiness@metlife.uk.com. Our friendly teams will be happy to help.

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