

Retirement Planning Workshop on June 15 and 16, 2017



Civil servants are so focused on the office works, they tend to have the emotional and psychological impact because of the following;

1. Lost of Self-identity or status
2. No proper planning in terms finance and housing
3. ill-prepared about the Old-age diseases
4. No proper bonding between Parents and Children

As compare to O, S and P- level, Executives level finds tough time to assimilate in the society after superannuation because of the social standing and social networking which made their task easily done.

The some of the ways to stay intact with the society so that Civil Servants can have good psychological well-being:

1. Further provide the services through interns, part-times and in the consultancies
2. Trying your skills and experience in the private business
3. Spirit of volunteerisms (Social works)

4. Built up social relationship- Often civil servants are found focused on office works, they forget to interact with the people outside the office. At the end, when they retire, they find themselves isolated, finding difficulties and challenges as they have few friends to talk and share about the problems you are faced off.

Most of the people when they reach to old age, they are seen to spend most of their savings on health. This makes their life more difficult to move on further. So, if they can care the health from the start, they shall have fewer liabilities to diseases which will lead to graceful retired life.

The some ways to take care ourselves in an old age:

1. Safety and security(wear clean clothes, eat the hygienic food and keep the house clean)
2. Proper sleep
3. Annual health check-ups

The diseases that are mostly found in an old age:

1. Diabetes
2. Heart diseases
3. High blood pressure
4. Arthritis
5. Dementia, etc.

(Research from MoH found out that 4 out of every 5 elders have above mentioned diseases)

The rare and one of the dangerous diseases that is prone to get by elderly is called as 'DEMENTIA'

- Dementia is a general term for loss of memory and other mental abilities severe enough to interfere with daily life. It is caused by physical changes in the brain. If not prevented during adulthood, the person will be more liable to get this disease.
- Symptoms- Difficulty remembering recent conversations, names or events, impaired communication, poor judgment, disorientation, confusion, behavior changes and difficulty speaking, swallowing and walking.
- Prevention- Mental exercise through reading, consistent analyzing things and meditating
 - Physical exercises which will help for body circulation
 - Avoid the excessive intake of food; rather try to eat the balanced diet

Upon superannuation, the most important thing that come to the mind is housing, a shelter to live in. And many do not have the ideas on the different Schemes that NPPF have undertaken to solve this issue:

1. Housing Scheme- **Phachim Scheme** (Debsi Bangalows which cost around 24 lakhs, considering that the person has his/her own land)

-Since this project aimed to use the local building materials and use VTI students as workers, it was quite expensive to start off.

-The quality of the house depends upon the location. For example: the quality of the house in Thimphu with 17 Lakhs will be poor since the expenditure will be more in terms of labour and materials. However, 17lakhs if used to build house away from city will have better quality house.

(Civil Service in Singapore has succeeded in providing shelter because they have other four forms to deduct the money which is enough for them to buy the house without using the pension.)

To avail the Provident fund and taxes after retirement, a civil servant takes almost a month to get his or her benefits:

- The tax registration can be done from all the regional offices
- To collect the text clearance, individual has to go to their respective (regional) office personally which takes long process to receive the benefits. Department of Revenue and Customs, MoF is currently developing the digital system wherein individual don't need to visit their respective office which ultimately save the time.

One of the retired civil servants shared his experiences, mentioning that there are four absolute things while superannuating:

1. Technical advancement
2. Emotional attachment
3. Financially adjustment
4. Health issues

Mindful Thinking is a practice which will bring the mind to home, leading a joyous life forever.

- once you know what is wrong and bad, the mental setting becomes strong because person becomes what he/she thinks and is shaped by the once thoughts.
- Mindful thinking helps to reduce the stress at bay (balanced life)

Financial planning is the task of determining how a saving will afford to achieve its strategic goals and objectives. And in the civil service, one need to think on how to your savings will be doubled so that it can sufficient when it is times for retirement. To help with it, RICBL has come up with different schemes to invest the money for good purpose:

1. Life Insurance
2. Life Annuity Scheme
3. Motor Insurance
4. Private Provident Fund Schemes
5. Group Insurance Scheme

RICBL has also initiated the housing loan system so that people could at least build their own shelter at minimum interest.

Feedback on the Workshop on Retirement Planning Services (June 15-16, 2017)

The workshop covered the following topics:

1. Emotional and psychological impact of superannuation
 - a. Honeymoon period
 - b. Question your role beyond official role
 - c. Respect lasts a lifetime and fear only until you have that position
 - d. Spend more time with family
 - e. Make life meaningful
 - f. Be prepared health-wise
 - g. Start now
2. Being prepared health wise
 - a. Four out of five have at least one chronic disease (diabetes, heart disease, high blood pressure, arthritis and dementia)
3. Pension, eligibility and calculation
4. Retirement benefit calculation
5. Tax polices
6. Retired civil servants sharing their experiences on retirement
7. Mindful thinking
8. Financial planning and sharing of products information by RICBL
 - a. Products
 - b. Financial planning

The two days ran overtime on both days and the participants provided feedback that the workshop should be for 3 days and not 2.

A total of 46 attended the training and the breakdown was as follows;

Position Category	Number
ES	1
P&M	11
S&S (SS)	15
S&S (S)	18
O	1

The participants found Mindful Thinking by Khenpo Phuntsho Tashi and sharing of the experiences by retired civil servants the most informative and useful. This was followed by information on emotional and psychological impact of superannuation by Dr. Chenchu, financial planning by RICBL and information on pension shared by NPPF and calculating retirement benefits by MoF.

Participants have suggested the above topics for future retirement planning workshops. But some also provided feedback for more health topics and more mindful thinking topics to be included in the next workshops.

There was no presentation from RCSC. Some commented on the need to have one from the RCSC

42 participants gave their feedback.

Maximum disagreement (5 people) was on the pace of the workshop and this was reflected in the general feedback also that the two days was not adequate and future workshops should be longer.

Maximum agreement (40) was on the usefulness of the content of the workshop and information shared on different aspects of planning for retirement.

5 of them did not think the workshop stimulated thoughts on retirement planning.

The total cost of the two days workshop was Nu. 163,603.

Verbal feedback

- Provide increment for the service medals: one for bronze, two for silver and three for gold or maybe even a promotion
- Why does RCSC not approve meritorious promotion for one year when BCSR mentions that Agencies can recommend those with one year?
- Encourage ERS
- Home ownership should be piloted in regions and not in Thimphu

BCSR feedback

- Need to review maternity leave usage. Some office grant EOL and earned leave for the civil servant to go out for some training leaving their child at home. Maternity leave is not achieving its purpose
- Increment/promotion date to be set same for all (July 1). Once a year so that workload could be minimized.

