

Please note that the English translation of the present Regulations is for information purposes only and is not intended to have any legal effects. In the event that a dispute should arise about the interpretation of the provisions contained herein and the provisions contained in the original Greek document, the latter shall prevail.

4.2 The University of Cyprus (Pensions of Academic Staff) Regulations, R.A.A. 81/1991, R.A.A. 144/2017, and R.A.A. 73/2025

(Consolidation)

Official
Gazette,
Third
Supplement (I):
22.3.1991
12.5.2017
14.3.2025

LEGAL NOTICE

The publication at hand by the Law Office of the University of Cyprus is an unofficial consolidation of the University of Cyprus (Pensions of Academic Staff) Regulations 1991 to 2025, R.A.A. 81/1991, R.A.A. 144/2017, and R.A.A. 73/2025 [Official Gazette of the Republic, Third Supplement, Part I: 22.3.1991, 12.5.2017, 14.3.2025]. It is issued for practical reasons and does not replace the original text of the Regulations. Only the texts of the legislation published in the printed Official Gazette of the Republic of Cyprus are authentic.

R.A.A. 81/1991
R.A.A. 144/2017
R.A.A. 73/2025

The University of Cyprus (Pensions of Academic Staff) Regulations of 1991 to 2025.

THE UNIVERSITY OF CYPRUS LAW

Regulations under section 32

144 of 1989
137 of 1990
53(I) of 1994
77(I) of 1994
24(I) of 1995
59(I) of 1997
90(I) of 1998
127(I) of 1999
84(I) of 2000
44(I) of 2001
90(I) of 2002
151(I) of 2002
44(I) of 2003
199(I) of 2003
46(I) of 2006
152(I) of 2006
83(I) of 2007
89(I) of 2011
56(I) of 2012
116(I) of 2013
55(I) of 2016
83 (I) of 2016
58(I) of 2018
81(I) of 2018
95(I) of 2018
12(I) of 2019
56(I) of 2024.

The Council of the University of Cyprus, in the exercise of the powers vested in it by section 32 of the University of Cyprus Laws 1989 to 2024, hereby issues, with the approval of the Council of Ministers, the following Regulations.

Short title.
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the Republic, Third
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1. These Regulations may be cited as the University of Cyprus (Pensions of Academic Staff) Regulations, 1991 to 2024.

Retirement of
pensionable
academic staff.
97(I) of 1997
3(I) of 1998
77(I) of 1999
141(I) of 2001
69(I) of 2005
37(I) of 2010
94(I) of 2010
31(I) of 2012
131(I) of 2012.

2. Subject to the provisions of Regulations 3, 4 and 5, the retirement of pensionable academic staff shall be governed by the provisions of the Pensions Law, the Pensions of State Officials (General Principles) Law, the Retirement Benefits of State Employees and Employees of the Wider Public Sector, including Local Government Authorities (General Application Provisions) Law, the Occupational Pension Scheme for Employees of the State Service and of the Wider Public Sector, including Local Government Authorities (General Application Provisions), and any law amending or replacing these Laws, as well as any Regulations issued thereunder.

88(I) of 2011
136(I) of 2012
182(I) of 2012
154(I) of 2013
17(I) of 2020
75(I) of 2022.

216(I) of 2012
52(I) of 2015
183(I) of 2015
67(I) of 2017
177(I) of 2017
16(I) of 2020

76(l) of 2022
153(l) of 2024.

210(l) of 2022
152(l) of 2024.

- Retirement benefits of staff. **3.** (1) In the case of academic staff who were in service prior to 1 October 2011 and who retire at the rank of Professor or Associate Professor, and who, upon retirement, will have completed five (5) or more years of service, a pension and a lump sum shall be paid in accordance with the provisions of the Retirement Benefits of State Employees and Employees of the Wider Public Sector, including Local Government Authorities (General Application Provisions) Law.
- (2) In the case of academic staff who were first appointed on or after 1 October 2011, the provisions of the Occupational Pension Scheme for Employees of the State Service and of the Wider Public Sector, including Local Government Authorities (General Application Provisions) Law shall apply in respect of their retirement benefits.
- Retirement age of staff. **4.** (1) Retirement of academic staff who were in service prior to 1 October 2011 and who retire at the rank of Professor or Associate Professor shall be granted upon attaining the age of 62.
- (2) Members of academic staff shall retire at the end of the academic year in which they attain the age of 67.
- Gratuity of staff. **5.** (1) Academic staff who were in service prior to 1 October 2011—
- (a) at the rank of Lecturer or Assistant Professor and who retire at the rank of Lecturer or Assistant Professor;
- (b) at the rank of Professor or Associate Professor and who have less than five (5) years of service,
- shall be granted, upon their departure, a gratuity which shall be calculated as follows:
- (i) for service prior to 1 January 2013: on the basis of one twelfth (1/12) of the monthly remuneration for each month of service, with no minimum service required; and
- (ii) for service on or after 1 January 2013: on the basis of one twelfth (1/12) of the average monthly gross pensionable remuneration over the total pensionable service from the date of appointment to the date of retirement, adjusted according to the value of the applicable insurance unit of the Social Insurance Fund for each completed month of pensionable service.
- Pensionable service of academic staff with previous service **6.** (1) (a) Subject to the other provisions of these Regulations, where any member of the academic staff has service as a member of academic staff at another public university, or has service in a legal entity governed by public law or in another public law organisation without legal personality, established in the public interest by a special law, the funds of which are

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(2 of R.A.A.
144/2017)

guaranteed by the Republic and which includes any local government authority, such service in the said organisation shall be deemed, for the purposes of these Regulations, pensionable service.

(b) In the case of a member of the academic staff, as described in subparagraph (a), the provisions of sections 25 and 26 of the Pensions Law shall apply *mutatis mutandis*.

97(I) of 1997
3(I) of 1998
77(I) of 1999
141(I) of 2001
69(I) of 2005
37(I) of 2010
94(I) of 2010
31(I) of 2012
131(I) of 2012

(2) For the purposes of implementing the provisions of paragraph (1), the Council of the University shall exercise the powers vested in the Minister of Finance for the purposes of implementing the provisions of sections 25 and 26 of the Pensions Law.

(3) For the purposes of this Regulation, "Public University" means a university established by law, whose capital and revenues are funded by grants from the Government of the Republic.

Note 6 of R.A.A. 73/2025 – Entry into Force

(1) Without prejudice to the provisions of paragraph (2), these Regulations shall enter into force as of the date of their publication in the Official Gazette of the Republic.

(2) Regulations 3, 4, and 5 shall be deemed to have entered into force on 1 October 2011.