

**DIRECTIVE NO. 14**

**Issued Under the Pension Benefits Act, 1997, effective January 1, 1997**

**DATED at St. John's, this 1st. Day of January, 1997**

**WINSTON MORRIS**  
**Superintendent of Pension**

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**Integration Formula**

1. For purpose of section 42 of the Act, the reduction of a pension benefit that may be required by a pension plan in relation to benefits under the Canada Pension Plan, the Quebec Pension Plan or the *Old Age Security Act* (Canada) shall not exceed the following:

- (a) if the plan has a CPP/QPP offset, the amount calculated according to the following formula:

$$A \times B/420$$

where

A = amount of pension payable to the person under the CPP/QPP calculated as of the date of termination of the person's employment or membership, and

B = number of months of employment, not exceeding 420, credited to the person under the plan;

- (b) if the plan has before January 1, 1997 an offset for OAS, the amount calculated according to the following formula:

$$C \times D/420$$

Where

C = amount of pension payable under the OAS calculated as of the date of termination of the person's employment or membership, and

D = number of months of employment, not exceeding 420, credited to the person