

Changes to UMSS announced

For existing UMSS members in the current Final Salary and CARE sections:

- Members will remain in UMSS however they will no longer be able to build up pension benefits in the Final Salary or the current CARE sections of UMSS after 31 December 2018.
- Any benefits members have built up in either of the current sections of UMSS will be calculated as at 31 December 2018 and will remain in UMSS until members choose to take them. These benefits will be increased each year in line with inflation up to a maximum of 5% a year.
- From 1 January 2019, defined benefit provision will continue in a new 1/100th CARE section of UMSS.
- For existing members of UMSS, as an alternative to building up benefits in the new 1/100th CARE section, they will also have the choice of joining a new DC arrangement from 1 January 2019 or later. If members choose to do this, the benefits they have previously built up in UMSS will remain there, and will be increased each year in line with inflation up to a maximum of 5% a year until members take them.

Following feedback from the consultation the following changes will also be introduced for existing UMSS members in the current Final Salary and CARE sections:

- Any member of UMSS who leaves the University or a subsidiary and is subsequently re-employed within six months by the University or that subsidiary is able to choose to re-join UMSS. This option is available once only.
- Any member of UMSS who opts out of membership will be able to choose to re-join UMSS within six months. This option is available once only.
- For UMSS members who continue to pay Final Salary Additional Voluntary Contributions (AVCs) or who have transferred benefits into the Final Salary section of UMSS to provide additional pensionable service, the Final Salary link will be maintained on the AVC service and the service from the transfer-in only.

For existing employees who have not joined UMSS by 31 December 2018 and new employees who join the University from 1 January 2019:

- UMSS will close to new employees and to employees who are eligible to join UMSS but are not yet members on 31 December 2018. All new employees from 1 January 2019 will join a new Defined Contribution (DC) arrangement and be enrolled with a starting personal contribution rate of 4% with the University making a 13.5% contribution. Members will be able to choose how much they are able to contribute from 0% to 7% of Pensionable Salary and the University will contribute between 9.5% and 16.5% of Pensionable Salary, dependent on the level of member contribution. Following feedback from the consultation these contribution rates have been increased by 0.5% for University contributions.
- If members join the DC arrangement but choose not to make any contributions, they will receive 9.5% of their Pensionable Salary from the University into their DC account. This

will also be the arrangement open to any existing employees who have previously chosen not to join UMSS.

- Following feedback from the consultation, members of the DC arrangement will also have death in service cover and an income continuance arrangement in the event of total incapacity.

Members of UMSS who have either already retired and are receiving their UMSS pension benefits or who have deferred benefits are not affected by these proposals.