

The University of Manchester

Industrial Action by University and College Union (UCU) Members

Revised - 7 November 2014

Impact of industrial action on pension benefits

Industrial action automatically suspends a member of staff's employment contract, impacting on the accrual of pension and other benefits including death and incapacity cover.

Employer intends to maintain USS contributions

On this occasion the University is willing to maintain USS pension contributions in full (i.e. 100% of salary) during the period of partial performance where 20% of salary is withheld. It is important to note that under this option member contributions are automatically maintained at 100% of the member's salary.

Where contributions are maintained, there is no need to issue any notification to USS. Pensionable service will continue as normal without alteration.

We ask you to complete the necessary pro-forma if you wish to maintain your USS service in this way and pay your full employee contributions as normal.

For a member of staff who does not advise that they wish to maintain their own employee contributions in full (i.e. at 100%), or does not notify the University in advance of the commencement of their participation in the action to this effect, USS membership for the period of industrial action when 20% of pay is being withheld is affected as follows:

- Contributions will be deducted from salary, and pension benefits, including life cover, will accrue, at 80% as if the contract was on a part-time basis.
- The USS rules state that the university's employer contributions have to be at the same level of the employee's contributions. This means that should you elect to pay employee's contributions at 80%, under the scheme rules the University cannot continue to pay employer contributions at 100%.

Additional death and incapacity cover cannot be bought under USS rules if employees/ers contributions are paid at 80% of salary.