

How auto-enrolment for pensions affects staff at the University – April 2016

What is the University doing?

The University has been required to meet the employer duties for auto-enrolment since 1 March 2013. This means that each month we assess all our workers who are not already members of a University pension scheme.

What about the University's pension schemes?

Our existing schemes more than meet the minimum requirements of the new regulations and USS and UMSS will continue to be used to auto-enrol all employees whose contract gives them an entitlement to join. There are no plans to discontinue these schemes.

For workers who are not eligible for USS or UMSS, if they meet the criteria, they will be auto-enrolled into NEST, a workplace pension scheme designed for auto-enrolment.

<http://www.nestpensions.org.uk>

Am I affected?

If you are a member of one of our existing pension schemes then you are unlikely to be affected by the new regulations as you are contributing to and earning benefits from a qualifying pension arrangement.

If you are not a current member of USS or UMSS, for example you have previously opted out of membership, and your contract entitles you to join, you can apply to join the appropriate scheme at any time.

Do I have to pay?

Yes, if you are enrolled into USS or UMSS you will pay the contributions required, for USS this is 8% of earnings and for UMSS, 7.5% or 6.5% of earnings.

If you are auto-enrolled into NEST, you will pay contributions of initially 1% of earnings between £5,824 and £43,000 pa in the 2016/17 tax year.

Can I opt-out of the pension scheme?

Yes, you can opt-out by completing the opt-out form available on scheme websites.

What happens to my contributions if I opt-out?

Your contributions will be refunded to you if you opt-out within the statutory period.

Can I use PensionChoice for NEST?

No - PensionChoice is available to members of USS and UMSS only.

*A Jobholder who is aged between 22 years and State Pension Age, with Qualifying Earnings of more than £10,000 pa in the 2016/17 tax year and who works or ordinarily works in the UK. An Eligible Jobholder must be auto enrolled.