

How auto-enrolment for pensions affects staff at the University – June 2021

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, under the auto-enrolment requirements, 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. USS and the University of Manchester Pension Saver are both used to auto-enrol all employees whose contract gives them an entitlement to join.

Casual workers who are not eligible for USS or The University of Manchester Pension Saver, are assessed under the auto-enrolment requirements. 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>

I am not a member of a University pension scheme

If you are not a current member of USS, UMSS or Pension Saver, 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?

If you are enrolled into USS you will pay the contributions required, this is currently 9.6% of earnings. In the University of Manchester Pension Saver we will enrol you at a starting contribution percentage of 4% of earnings.

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, which is within the first three months of employment for USS and the first month with the University of Manchester Pension Saver.

*A Jobholder who is aged between 22 years and State Pension Age, with Qualifying Earnings of more than £10,000 pa in the 2021/22 tax year and who works or ordinarily works in the UK. An Eligible Jobholder must be auto enrolled.