

## Hybrid Section

### Factsheet 1 - Eligibility

All employees who join the University (or any other Participating Employer) from 1 January 2013 will automatically join the University's hybrid pension arrangement. This Hybrid arrangement consists of 2 separate schemes and when you join you will build up benefits in both of these schemes.

You will build up a Defined Benefit (DB) pension in Cambridge University Assistants' Contributory Pension Scheme (CUACPS) and you will build up a Defined Contribution (DC) fund in the Cambridge University Assistants' Defined Contribution Pension Scheme (CUADCPS), which is separate from the CUACPS and run by SEI, a specialist pension provider.

### ARE YOU REJOINING THE SCHEME?

Employees who have previously been members of CUACPS may be eligible to rejoin CUACPS on the terms that apply for members who joined CUACPS before 1 January 2013.

If you have a previous period of service in CUACPS including service before 2013 and you subsequently rejoin within 12 months then you will be eligible to rejoin the Career Revalued Benefits (CRB) Section of the CUACPS.

However, if your break in service is longer than 12 months you would join the University's hybrid pension arrangement.

If you wish to rejoin CUACPS you should apply in writing to the Pensions Section at the following address:

The Pensions Section  
Finance Division  
Greenwich House  
Madingley Road  
Cambridge  
CB3 0TX

### AUTO ENROLMENT

Government regulations now require every employer in the UK to automatically enrol the vast majority of

their employees into a suitable pension arrangement. For a pension arrangement to meet the Government's auto enrolment requirements a number of criteria must be met including employer and employee contribution levels, regulation of the scheme and the quality of benefits members accrue.

The University's hybrid pension arrangements meet or exceed these requirements and are therefore a "qualifying" scheme.

### Employer

Other than the University of Cambridge, the "Employer" can also refer to any other person or organisation who is either associated in business with the University or whose participation is approved by Her Majesty's Revenue and Customs.

### IMPORTANT NOTE

This factsheet provides a summary of the eligibility conditions for joining the University's hybrid pension arrangements. However, your legal rights are governed by the Trust Deed and Rules of the CUACPS and the CUADCPS. If there are any differences between the Scheme Rules and this factsheet, the Rules will override the factsheet. A copy of the CUACPS rules can be found using the following link:

<https://www.pensions.admin.cam.ac.uk/cps>

More details on Defined Contribution Scheme manager, SEI, can be found on [www.seic.com](http://www.seic.com) or by contacting the SEI Master Trust administrator at [seic@capita.co.uk](mailto:seic@capita.co.uk).

Version 5: August 2019 (reviewed September 2023)