

Cambridge University Assistants' Contributory Pension Scheme (CUACPS) Career Revalued Benefits (CRB) Section Factsheet 3 - Contributions

In order to build up benefits in the CRB Section of CUACPS you will need to make contributions while you are employed by the University (or any other Participating Employer). This factsheet provides details of what your contributions will be if you are a member of the CRB Section of CUACPS.

WHAT CONTRIBUTIONS WILL BE PAID?

As a member of CUACPS you will make a contribution towards the cost of providing your retirement benefits. However, most of the cost will be met by your Employer. Your contributions and contributions from Employers are invested in the Scheme and used to pay out benefits when the time comes.

The contributions paid in the past by members and Employers have built up into a significant fund, which is managed by the CU Pension Trustee Limited (CUPTL). The CUPTL takes professional advice to decide how the funds are invested. In addition, the Trustee may request additional contributions from Employers to ensure that it holds enough money to pay benefits in full.

Member contributions (or what does it cost?)

As a member of CUACPS you will pay 5% of your Pensionable Salary each year. Your Pensionable Salary is simply your basic salary plus any allowances your employer wishes to include as pensionable. You are not taxed on this 5% contribution.

Salary sacrifice

Your employer may operate a salary sacrifice arrangement that you already take part in. If so, your salary will be reduced by an amount equal to your contribution to CUACPS and your employer will pay the contribution on your behalf. As a result, you will pay lower National Insurance Contributions than you would pay if you did not participate in the salary sacrifice arrangement.

Your Employer will be able to tell you if they have this arrangement.

For more detailed information on salary sacrifice and how it works, please see [Factsheet 4 - Salary Sacrifice](#).

AVCs You are able to make Additional Voluntary Contributions (AVCs) to increase your retirement benefits. These would be paid to a separate pension arrangement established by the University for this purpose. More detailed information on paying additional contributions can be found in [Factsheet 5 – Topping up your benefits](#).

Employer Contributions

As well as your own contributions, your employer will also pay into CUACPS.

Following the 2021 valuation, the Employers agreed to pay 11.8% of Pensionable Salaries to cover the cost of future pension accrual plus £14.6 million per annum until 31 July 2023 aimed at removing the deficit. With effect from 1 August 2023 the employer contribution rate will be 14.1% of Pensionable Salaries.

The contributions payable by the Employers are agreed between the University and the CUPTL and updated every 3 years following a detailed valuation carried out by the CUACPS Scheme Actuary and the next valuation is due as at 31 July 2024.

IMPORTANT NOTE

This factsheet provides a summary of your contributions. However, your legal rights are governed by the Rules of CUACPS. If there are any differences between the Scheme Rules and this factsheet, the Rules will override the factsheet. A copy of the Rules can be found using the following link:

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

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