

Cambridge University Assistants' Contributory Pension Scheme (CUACPS)

Flexible Retirement – frequently asked questions

Q: What age do I need to be to take advantage of this option?

A: You can use the flexible retirement option at any time after you reach Minimum Pension Age (MPA), currently age 55. With effect from 2028 this will increase to age 57 and will then continue to increase so that it will always be 10 years before State Pension Age (SPA).

Q: Can I draw part of my pension?

A: No you must take your full CUACPS pension. However, if you joined the scheme on or after 1 January 2013 and are a member of the University's hybrid pension arrangement you do not have to take your benefits from the defined contribution section of the arrangement, the Cambridge University Assistants' Defined Contribution Pension Scheme (CUADCPS).

Q: Will I still be eligible to be in the CUACPS pension scheme?

A: No, you will be treated as if you have opted out of the CUACPS and will not be eligible to be a member of the scheme in respect of your continuing employment.

Q: Will I be entitled to Death in Service benefit if I choose this option?

A: No, you will no longer be an active member of the scheme and so you will not be entitled to death in service benefits.

Q: Will I be entitled to ill-health retirement at a later date if I choose this option?

A: No, you will no longer be an active member of the scheme and so you will not be entitled to retire on ill-health grounds.

Q: What benefits will be paid in the event of my death?

A: As you will be receiving your CUACPS pension you will be entitled to the benefits payable on death after retirement. You can find more information about this in the Death Benefits factsheets.

For members who joined the scheme 01/01/2013 or later see:

https://www.pensions.admin.cam.ac.uk/files/14_cps_hybrid_death_benefits.pdf

For members who joined the scheme 31/12/2012 or earlier see:

https://www.pensions.admin.cam.ac.uk/files/9_crb_death.pdf

Q: Do I have to reduce my hours to be able to draw my pension?

A: No, but if you do wish to reduce your hours you will need to do this under the University's Flexible Working policy and details of this are available at

<https://www.hr.admin.cam.ac.uk/policies-procedures/flexible-working>

Q: Do I need the consent of my Head of Department?

A: Only if you wish to reduce your hours at the same time as starting to receive your CUACPS pension.

Q: Should I take financial advice before deciding to take up this option?

A: You should consider taking financial advice before taking this option and you will need to pay for this yourself. The University does not recommend any specific financial adviser but details of advisers who give advice to University employees at preferential rates are available at

<https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/shopping-discounts>

Q: Isn't the University required to pay into a pension scheme for me?

A: As you will be treated as having opted out of the CUACPS the University is not required to enrol you in a pension scheme. However, if under the provisions of the Pensions Act 2008 the University has a duty to enrol you in a pension scheme you will be enrolled in the CUADCPS at the University's next re-enrolment date (March 2022) and you will be informed about this at that time.

Q: Can I join the CUADCPS or do I have to wait until the next auto-enrolment date?

A: You can elect to join the CUADCPS at any time and will need to make an application in writing and send this to the University Pensions Office.

Q: If I decide to join the CUADCPS how much will it cost me and what will the University pay?

A: You will pay 5% and the University will pay 3% of your pay into the CUADCPS.

Q: If I decide to join the CUADCPS will I be covered for death in service benefits?

A: The only benefit on death is a lump sum equal to the value of your pension fund with SEI.

Q: How much notice do I need to give that I want to receive my CUACPS pension under this arrangement?

A: Ideally you should give the Pensions Office 3 months' notice.

Q: When will I receive my final statement and retirement forms?

A: If you are retiring at the end of the month you will receive these approximately 2 weeks' before your retirement date.

Q: When will I receive my retirement lump sum?

A: Provided all the paperwork is received in time this will be credited to your nominated bank account on the first working day following your retirement. If there is a delay in receiving the paperwork the lump sum will be credited to your nominated account within 10 working days of receipt of the paperwork.

Q: When will my first pension payment be made?

A: Provided all the paperwork is received in time this will be credited to your nominated bank account on the 26th of the month following your retirement, if the 26th is a non-working day the payment will be credited on the last working day before the 26th. If the completed paperwork is not received before the payroll input deadline for the relevant month payment will be made in the next available payroll and will be backdated to your retirement date.