

Cambridge University Assistants' Contributory Pension Scheme

A meeting of the members of the Cambridge University Assistants' Contributory Pension Scheme (CUACPS) and the Cambridge University Assistants' Defined Contributions Scheme (CUADCPS) which together comprise the University hybrid pension arrangement was held on 18th March 2019 in the Postdoc Centre, Eddington, Cambridge at 12noon.

Approximately 80 members of the scheme were present

Introduction

Mr Howard Jacobs welcomed everyone to the meeting and introduced himself as Chair of CU Pension Trustee Limited (CUPTL), the trustee of CUACPS. He said there would be presentations from Mrs Sue Curryer, Head of Pensions Administration, Mr Robert Sweet, the Scheme Actuary, and Mr David Snowdon, a representative from SEI which manages the CUADCPS and Ms Sam Murphy, HR Reward Specialist.

Mr Jacobs informed the meeting that the presentations today would only concern the CUACPS and the CUADCPS and this scheme is totally separate to USS. He said the schemes were not connected in anyway and were totally separate entities, and that this meeting had nothing to do with USS.

University Pension Arrangements Overview

Mr Jacobs explained that the meeting was focussing on the University's hybrid pension arrangement which is split into two schemes. The Cambridge University Assistants' **Contributory** Pension Scheme (CUACPS) and Cambridge University Assistants' **Defined Contribution** Pension Scheme (CUADCPS). Mr Jacobs continued to explain that employees who joined the University before 1 January 2013 would be in the CUACPS and those joining after that date would be in both schemes. Mr Snowdon would be speaking later about Cambridge University Assistants' **Defined Contribution** Pension Scheme (CUADCPS)

Mr Jacobs handed over to Mr Sweet who was going to talk about Actuarial Valuation of the CUACPS.

Actuarial Valuation as at 31 July 2018

Mr Sweet explained his role as the Scheme Actuary and said that the CUACPS actuarial valuation for 31 July 2018 is being finalised. He explained the purpose of the Actuarial Valuation:-

- It compares value of assets held with funding target.
- It determines the contribution rate for employee and employer, so it meets the cost of future service benefits and to eliminate any past service deficit.

Mr Sweet explained why the total real return on investments held by the CUACPS, that is the investment returns on the assets of the scheme less inflation, is the most important to the assumptions made in the valuation. Real investment returns have reduced compared to the historic position and the trustee feels that it should be cautious in setting the assumptions for future investment returns. He then outlined the assumptions the trustee had decided to use in the valuation.

Mr Sweet said the results for the actuarial valuation showed there is a deficit, but it had reduced since the last full valuation in 2015 as a result the blended contribution rate for future service would remain at 12% of pensionable pay. The employer will continue to pay the £14,595.00 p.a. to eliminate the deficit and it is estimated that this will be eliminated by 31 May 2020.

Mr Sweet asked if anyone had any questions, there were no questions from the members. Mr Sweet then handed over to Mr Snowdon.

SEI - Cambridge University Assistants' Defined Contribution Pension Scheme

Mr Snowdon explained who SEI were and what the SEI Master Trust was (i.e. DC benefits provider) and how SEI managed the master trust and the flexibilities members had to take their benefits at retirement.

Mr Snowdon explained the following to the members:-

- How the pension scheme works
- Explained that members can pay more contributions, receive tax relief and use a modeller on the website to work out the contributions.
- About pension scheme retirement benefits and what happens at retirement.
- How your money is invested and what you can do if you do not wish to use the default lifestyle strategy.
- The member website

Mr Snowdon said it was imperative that members kept their personal details and nominated beneficiary forms updated with SEI, as if they leave the University of Cambridge, SEI will not be informed of any subsequent changes. This can be done by going on the members website www.hartlinkonline.co.uk/sei and the e-mail address can be found on the annual statements as well. For those who do not wish to use the website, they can telephone the SEI admin team [on 0800 0113540].

Mr Snowdon said that SEI really valued member feedback and have prepared an online survey that Mrs Curryer has kindly agreed to add to the www.pensions.admin.cam.ac.uk website so that Cambridge University Assistants' Defined Contribution Pension Scheme members can fill it in. He then asked if anyone had any questions, there were no questions from the members. Mr Snowdon then handed over to Mrs Curryer.

Pension Scams

Mrs Curryer explained that she was bringing to the attention of all the member's about pension scams, as they are on an increase:-

- Financial Conduct Authority (FCA) revealed that £197million had been lost as a result of investment, scams, including pension scams in 2018.
- Average loss was £29,000, but 2 savers have lost £1million each due to pension scams.

Mrs Curryer said that since January 2019 cold calling has been banned, but it only applies to telephone contact and firms based in the UK. It does not apply to online contact, and it is this area that there has been an increase. She then explained possible indications of a scam:-

- Contact is normally out of the blue.
- Claim to be acting on behalf of the FCA, government or Pension Wise.
- Offer high returns on investments
- May offer a free pension review
- May use high pressure sales tactics.

Also how to protect yourself:-

- If contacted out of the blue, it is likely to be a scam
- The Pensions Office will never share your details with third parties
- Professional advice is not free.
- Do not be talked into something by a friend, relative or the "chap down the pub", as they could be being scammed.
- Never be rushed or pressured into taking action
- Get impartial advice or guidance.

- If you suspect a scam or think you have been scammed – Report it.

Mrs Curryer then asked if anyone had any questions, there were no questions from the members. Mrs Curryer then handed over to Ms Murphy from Human Resources Reward team.

CAMBens – Employee Benefits

Ms Murphy pointed out that her presentation related only to people who are currently employed by the University.

She gave an explanation of CAMBens employee benefits and what is covered under the scheme. That more information can be found on <https://www.hr.admin.cam.ac.uk/pay-benefits>. The benefits are broken up into categories:-

Discounts & Financial

The Totum (NUS) card is opened to all University Staff and costs £12 a year for use in high street shops. There is the benefit of half price on Amazon prime and 10% off in Coop food stores. Also available high street shopping discounts at hundreds of national retailers via www.cambensdiscounts.co.uk. There are also discounts at local shops/restaurants by showing your University card. The rewards team are open to new suggestions for local retailers to be signed up to the scheme.

Travel

There is a Cycle to Work Scheme which is a salary sacrifice scheme and spread the cost of the bike over 10 months whilst saving tax and national insurance. The Travel to work loan is an interest free loan to help spread the cost of annual bus/rail season ticket or purchase of a bike. Train discount Scheme which offers 10% on the purchase of train season tickets. The Universal bus gives you a discounted rate of £1 per journey and the Zipcar discount is where you receive a discounted joining fee and free driving credit

Relocation & Housing

The University has an accommodation service and offer a £3,000 rental deposit loan. The loan can be used for a deposit on a rental accommodation and is paid back over 10 months. There is also the offer of relocations expenses for some new starters, dependant on role, and there are meetings held for newcomers and visiting scholars.

Family friendly

There is the My Family Care Scheme which give parents help at short notice for an emergency to help with care for their children. It also provides a network of adult and eldercare. The University offers a flexible working policy and pay extra maternity and shared parental pay. There is childcare support as the University provide nurseries which is run as a salary sacrifice scheme and run play schemes.

Wellbeing

There are three pillars of wellbeing. The first is Physical, and there are savings to be made on private medical insurance and gyms. The second is Financial, and the University offers workplace pensions. The third is Mental, and the University provides a staff counselling service for mental health. There is also support via HR, wellbeing advocates, Equality and Diversity.

Ms Murphy then said that there is a reward suggestion box and if anyone has an idea or suggestion on the way the University rewards its staff through benefits, pay or recognition, and this can be done by e-mailing CAMBens@admin.cam.ac.uk at any time. Ms Murphy then asked if there was any questions, there were no questions from the members.

Mr Jacobs, thanked everyone for coming and the meeting ended at 13.02pm.