

University of Aberdeen Superannuation and Life Assurance Scheme (UASLAS)

Factsheet 2 – Membership

As an employee of the University of Aberdeen you may be able to join UASLAS. This factsheet provides information on the membership criteria for joining the Scheme and details on how you can join.

WHO CAN JOIN UASLAS?

You can join UASLAS if you meet the following criteria:

- You are between 18 and 60 years old;
- You are an employee of the University;
- You are in grades 1-4.

If you are in grade 5 or above then you will be eligible for membership of the Universities Superannuation Scheme (USS).

You may be able to join the Scheme before the age of 18 or after the age of 60. If you are in this position please contact the pensions office.

AUTOMATIC 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.

UASLAS meets these requirements and is therefore a "qualifying" scheme.

Depending on your age and salary, you may be automatically enrolled into UASLAS. You will be contacted by the University to confirm whether or not this will be the case along with further information based on the Government's auto-enrolment requirements.

WHAT IF YOU DO NOT WANT TO JOIN UASLAS?

If you have been automatically enrolled in the Scheme but you do not want to join, you must complete an opt-out form confirming that you do not wish to join and that you understand what this decision means for you and your family. Details of how you can opt-out, including how to obtain an opt-out notice, will be provided within the University's automatic enrolment communication to you. If you have any questions please contact the Pensions Office.

If you decide to opt-out of UASLAS you will, depending on your age and salary, be automatically enrolled around 3 years later provided you are employed by the University at that time, unless you decide to join the Scheme in the meantime.

If you do not join the Scheme you will not receive any other retirement or death-in-service benefits other than those provided by the State, unless you have made your own pension or other arrangements.

The Trustees and the University cannot give you financial advice. If you are not sure what's best for you, we strongly recommend you speak to an independent financial adviser (IFA). You can find a local IFA through the following website:

<https://www.moneyadvice.service.org.uk/en/articles/choosing-a-financial-adviser>

Remember that the University will not contribute to any other pension scheme on your behalf.

IMPORTANT NOTE

This factsheet provides a summary of the eligibility conditions for joining UASLAS. However, your legal rights are governed by the Trust Deed and Rules of UASLAS. 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 obtained from the Pensions Office.