

Comparison of expected future benefit proposals for USS

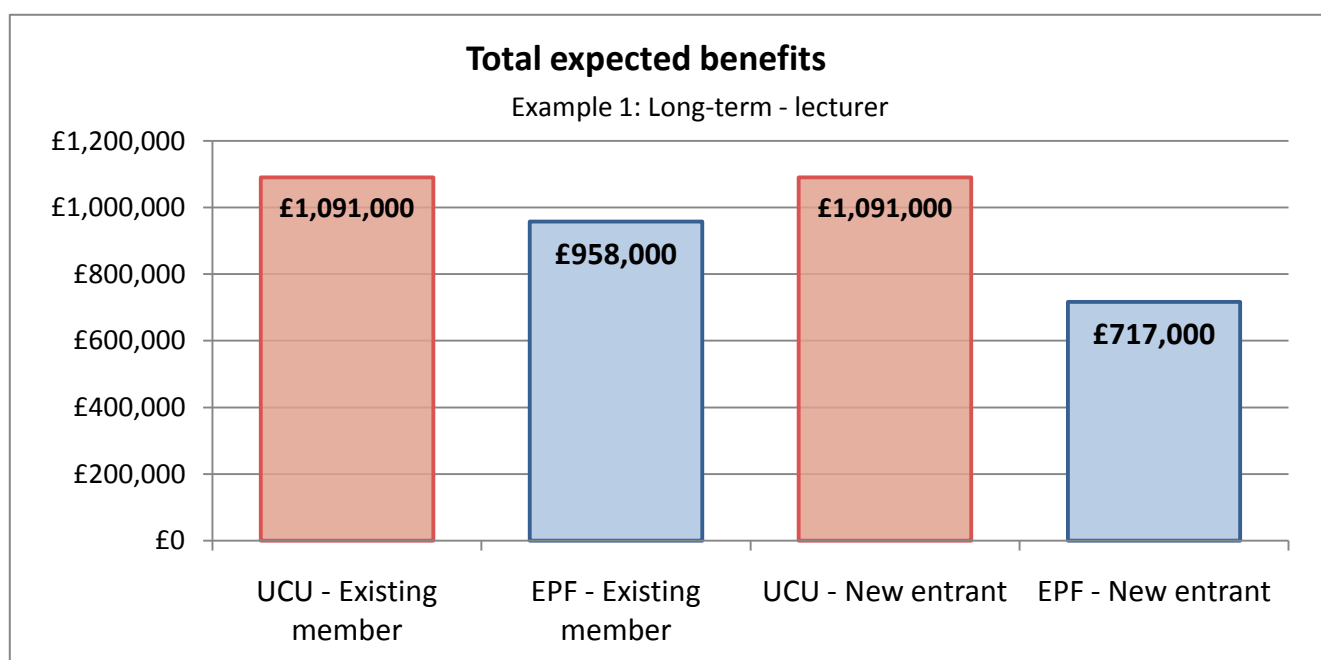
Example 1: Long-term - lecturer

Personal information:

| | |
|--|----------|
| Current age | 30 |
| Current position | Lecturer |
| Current spine point | 37 |
| Expected pension age | 65 |
| Period to promotion to senior lecturer (years) | na |
| Period to leaving the scheme (years) | na |
| Career break | |
| - from age | na |
| - length (years) | na |
| Part-time employment | |
| - from age | na |
| - length (years) | na |
| - proportion | na |

Expected future accruals:

| | At retirement Pension pa | Lump sum | Total expected benefits |
|---|--------------------------------|-------------|-------------------------------|
| For existing members under age 55 | | | |
| - UCU proposals | £34,100 | £102,300 | £1,079,000 |
| - EPF proposals | £32,600 | £97,800 | £949,000 |
| Reduction | £1,500 | £4,500 | £130,000 |
| For new entrants | | | |
| - UCU proposals | £34,100 | £102,284 | £1,079,000 |
| - EPF proposals (CARE with 1/80 accrual rate) | £24,400 | £73,200 | £710,000 |
| Reduction | £9,700 | £29,084 | £369,000 |



Notes:

- 1 Future benefits are expressed in real terms (discounted by expected increases in the CPI)
- 2 Expected pension age is the age at which the member expects to take the pension
- 3 EPF pensions will increase in line with the CPI, UCU pensions in line with the RPI
- 4 The figures for the EPF proposals apply the current early retirement factors to pensions accrued from 2019 onwards for which the NPA is greater than 65

UCU_CARE_comparison_ex1_80