



Welcome to the seventh issue of the JSS employer newsletter. Please let us know if there is anything you would like to see in the next edition.

### RCPS Contribution Rates for 2025-26

The RCPS Management Board have approved the RCPS contribution rates for the period 1 Apr 2025 to 31 Mar 2026. For employee rates, the changes from the current arrangement are in the first tier, where the earnings threshold increases from £34,199 to £34,799, and the second tier, which now starts from £34,800.

Please update your payroll systems from the effective date of 1 April 2025. Employers will be contacted before March to confirm their systems have been updated.

**Table 1: Employee Contribution Rates from 1 April 2025**

Annualised Pensionable Earnings	Employee Contribution rate %
Up to and including £34,799	4.60
£34,800 - £56,000	5.45
£56,001 - £150,000	7.35
£150,001 and above	8.05

These continue to mirror the Civil Service Pension Scheme employee rates.

The RCPS employer contribution rate remains at 26% for 2025-26.

The mini-ASLC employer contribution rate for staff in the Partnership scheme remains at 0.8%.

### Added Pension Reminder

We have published our annual Added Pension reminder, and kindly ask you to share this with your employees;

<https://jsspensions.nerc.ac.uk/docs/added-pension-reminder-2025.pdf>.

The deadline for Added Pension lump sum purchases for the current 2024-25 scheme year is 7 February 2025.

The deadline for buying Added Pension by monthly deduction for the next scheme year 2025-26 through payroll is 7 March 2025.

Employees must send their Added Pension application forms to JSS. They should not send them to their employer; if they do please return it to the employee advising them to send it to JSS.

### Service Changes

From Dec 2024 to Mar 2025, we will be pausing a small number of routine activities. This is so we can focus on other priority activities,

RCPS REFORM FOCUS

We cannot give a definitive date yet but anticipate reform of the RCPS could possibly happen in 2026 (depending on government agreement and continuing discussions). This would see all active scheme members moving to the Civil Service Alpha pension scheme for all future pension accrual.

All employers will be affected by this; processes and procedures will change, and employer contribution rates will be different.

In the meantime, JSS will continue to administer the RCPS, pensions will continue to be paid by our payroll provider and members will continue to accrue pension benefits in the RCPS.

We will share more information in the future but please email [reform@jss.ukri.org](mailto:reform@jss.ukri.org) with any questions you have.

Our Reform page will also be updated: <https://jsspensions.nerc.ac.uk/reform.asp>

PENSION WEBINARS

Our popular webinar recordings and slides are on the [Engagement Page](#). Some topics covered are:

- Added Pension
- Partial Retirement
- Annual Benefit Statements

such as payments, added pension applications and retirements/scheme leavers. This is a short-term measure and will be kept under review. You, as employers, should not notice any difference in the service you receive from JSS.

## Employer Forms and Information Reminder

We would like to remind you of the importance to send us the relevant forms at the right time with the correct information. Failure to do this can result in incorrect payments to members. We have put together a summary of the forms and information you need to provide on the employer section of our website: [Forms Reminder](#).

On the topic of reminders please **do not forget to tell us if a Partial Retiree changes their contract** in any way. A change in earnings, for example, can affect the pension they are entitled to receive.

## Actuarial Valuation Update

In our last newsletter we reported that a new actuarial valuation (as at 31 March 2022) had been commissioned by the RCPS Management Board. The valuation has now been completed by the Actuary. The RCPS Management Board have considered the valuation, along side the expected future reform of the RCPS, and are now waiting on responses from the relevant stakeholders and government departments. Once finalised, outcomes will be shared with employers.

## Pensions Dashboard

The Government are implementing a Pensions Dashboard; a tool allowing people to see all their pension information online in one place, including their State Pension information. Participation in the Pension Dashboard Programme (PDP) is mandatory for almost all pension schemes. We are planning to connect our data to the Dashboard in October 2025 and PDP will announce when the Dashboard is available for everyone to use. More information about the PDP is here: <https://www.pensionsdashboardsprogramme.org.uk/>

## Pension Disclosure Calculations for Exec Staff 2024-25

You may need to disclose salary and pension benefits for your Board/Executive/Senior staff. Please can you let us know which staff you need the pension figures for by 3 March 2025. We need to know the date those staff joined or left, if they joined/left between 1 April 2024 and 31 March 2025, their salary and contributions deducted.

Requests need to be emailed to Teresa Gemoli ([Teresa.gemoli@jss.ukri.org](mailto:Teresa.gemoli@jss.ukri.org))

## Annual Benefit Statements 2024

We sent out over 5,000 Annual Benefit Statements (ABS) to active members during Jul-Aug 2024. The statement tells members what pension benefits they have accrued and is an important tool for helping them plan for their retirement. Production of these is contingent on you – the employer – providing us with the relevant salary and earning information. Many employers manage to provide the relevant data within the relevant timescales. If you ever experience an issue with providing data concerning the ABS process, please contact Lisa Ashley as soon as possible.

This year we included a survey with the statement, the high level results were positive (see right). We have considered the feedback and made changes to our website and also created a member newsletter ([issue 1 is here](#)). We are also looking at improvements we can make for the future statements.

**Annual Benefit Statement Survey:**  
*95% said they found the statement useful*  
*80% said it provided everything they needed*  
*87% understood their statement*

## Pension Increase 2025

Annual public service pension increases are based on the rate of CPI in the preceding September. For April 2025 we expect pensions in pay to be increased by 1.7%; CPI rate for September 2024. This will be confirmed by the Government in Feb/Mar 2025. Accrued Nuvos pension and Added Pension would also be updated by 1.7%.

## Members can contact JSS direct!

Through our 2024 Annual Benefit Statement survey we learnt that some members didn't know they could contact JSS about their pension. Although we say they can contact us and repeat this in the various other communications we would appreciate your cooperation to get this message to staff.

- Contact details are [on our website](#).
- We can meet with people face to face in [our offices in Swindon](#) (Polaris House, block 2, ground floor)
- Or we can meet online with Zoom or Teams.



- Email us: [memberships@jss.ukri.org](mailto:memberships@jss.ukri.org)

## Civil Service Compensation Scheme (CSCS) Reform

Not all scheme employers use the CSCS for managed exits, redundancies etc. In June 2023 the government [announced](#) that no changes will be made to the CSCS [before](#) 2025; the scheme has been under consultation with relevant stakeholders and TU groups since 2016. Cabinet Office have also confirmed that they would give three months notice of any changes to the CSCS, which would indicate the current arrangements are continuing until at least March 2025. As and when we know more about possible changes we will let you know.

## JSS Website

We'd like to remind you about the [employer section of our website](#) where you can find previous newsletters, notices, information and FAQ's. We also have scheme guides and employer forms on our [website](#). If you have any comments about our website, perhaps you would like to see something added? Please email [Justine.edge@jss.ukri.org](mailto:Justine.edge@jss.ukri.org)



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*Finally, we'd like to wish you all a happy Christmas and best wishes for 2025*

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