

Information for members of the Research Councils' Pension Scheme



Pension Choices – Nuvos or Partnership – An Overview

Most new joiners will be automatically enrolled in the Nuvos pension scheme. They also have the option of setting up a Partnership Pension Account instead of Nuvos. This document compares both schemes.

Nuvos Defined Benefit scheme	Partnership Defined Contribution arrangement
Minimum qualifying period of 2 years	No minimum qualifying period
Defined Benefit scheme. The pension is based on your pay and time in the scheme; no investment decisions required.	Defined Contribution scheme where you choose between two pension providers and you decide which funds to invest in. The pot builds up over time and future fund performance is not guaranteed.
Employee contributions between 4.6% and 8.05%. See the JSS website for current rates.	No employee contribution required. Your employer will pay in between 8% and 14.75% of your pay, and will match up to 3% if you do decide to contribute.
You get tax relief on contributions, subject to HM Revenue & Customs rules.	
Guaranteed pension at retirement which is based on 2.3% of your pensionable earnings throughout your career and increased in line with inflation	You can use your pot to buy an annuity , take it as one lump sum or take regular drawdowns from the pot (25% of lump may be tax free).
Pension payable from age 65. You can retire at any time after 55 but if you draw your pension before 65 it will be reduced to take account of early payment	Benefits may be taken from age 55. You don't have to retire in order to draw money from your pension pot.
Pension benefits for spouse/civil partner or partner and children if you should die	On death before retirement, dependants receive pension pot. On retirement, you choose whether or not to provide a pension for your dependants as well as for yourself.
Lump sum option at retirement by giving up £1 of pension to create £12 tax free lump sum	Lump sum possible from pension pot instead of buying an annuity
Death-in-service benefit lump sum	
Pension paid early on ill-health retirement	Lump sum paid on ill-health retirement
Opportunity to increase the pension by buying added pension. You may also be able to transfer in benefits from a previous pension arrangement	Flexibility to increase pension pot by paying in extra contributions, within HMRC employee contribution limits

If you have worked before for an employer who offered the Research Councils' Pension Scheme there may be other options available to you. Full details on eligibility are contained in the rules.