

University of Aberdeen Superannuation and Life Assurance Scheme (UASLAS)

Factsheet 1 - Definitions

You will find several words and phrases which are used throughout the accompanying Members' Guide and Factsheet which you may not have encountered before. This factsheet will provide you with the definitions of these words and phrases as follows:

Annual Allowance

This is an allowance for the amount of contributions and/or benefits that you can build up each year tax efficiently. The maximum you can pay personally into all of your pension arrangements and receive tax relief on each year is 100% of your UK earnings, up to the Annual Allowance.

More information on the Annual Allowance can be found on the following website:

<https://www.gov.uk/tax-on-your-private-pension/annual-allowance>

Career Average Revalued Earnings (CARE)

This is the name of the way your benefits are calculated in respect of Pensionable Service from 1 August 2011.

Consumer Prices Index (CPI)

This is the Government's Index of Consumer Prices, a measure of inflation.

Final Pensionable Salary

The greater of:

- your pensionable salary averaged over the last year of service, ending on the date you retire or leave the Scheme, if earlier, rounded to the nearer £1; and
- the highest average of any three consecutive pensionable salaries prevailing on 1 August in the 13 years ending on the date you retire or leave the Scheme, if earlier, rounded to the nearer £1.

Final Salary

This is the name for the way your benefits are calculated in respect of Pensionable Service up to 1 August 2011.

Guaranteed Minimum Pension (GMP)

This is the minimum pension which the Scheme has to provide for you (and your spouse) for any Pensionable Service completed before 6 April 1997 while you were contracted-out of State Earnings Related Pension Scheme (SERPS).

Incapacity

This is where the Trustees have received evidence from a registered medical practitioner that you are and will continue to be incapable of carrying out your normal employment because of physical or mental impairment.

Lifetime Allowance

This is an allowance for the total value of pension benefits you can build up tax-efficiently during your lifetime. When you take any benefits from the Scheme, their value will be checked against your available Lifetime Allowance.

More information on the Lifetime Allowance can be found on the following website:

<https://www.gov.uk/tax-on-your-private-pension/lifetime-allowance>

Benefits built up above this amount will be taxed.

Normal Pension Date

This is normally your 65th birthday. However, special terms apply to members who joined the Scheme before 1 August 1994. For further details, please see [Factsheet 7 – Early Retirement](#).

Pensions Office

All enquiries relating to the Scheme should be referred to the Pensions Office at the following address:

Finance Department
University of Aberdeen
King's College
Aberdeen
AB24 3FX

Telephone: 01224 272289

Email: pensions@abdn.ac.uk

<https://www.abdn.ac.uk/staffnet/working-here/pensions-208.php>

Pensions Plus

Pensions Plus is a way to contribute to the Scheme that will save National Insurance and increase your take home pay. Further information about Pensions Plus can be found in [Factsheet 3 – Contributions](#).

Pensionable Salary

This is your current basic annual salary or wages (excluding any bonus, commission or payment for overtime, but including any contractual overtime). Pensionable salary is calculated before any adjustments are made to your salary due to the Pensions Plus arrangements.

Pensionable Service

This is the number of years and complete months of your service after becoming a contributing member of the Scheme.

Retail Prices Index (RPI)

This is the Government's Index of Retail Prices, a measure of inflation.

Spouse

This is your husband, wife or civil partner at the date of your death. References to marriage and divorce in these Factsheets and the Scheme Guide also apply in relation to civil partnership or dissolution of civil partnership respectively.

State Pension Age

This is currently age 65 for men. The state pension age for women is to be equalised at 65 in December 2018 through a phasing-in period. From December 2018 to October 2020 the state pension age will increase in stages to 66 for both men and women. The Government is also considering further increases to the State Pension Age which will raise from 66 to 67 between 2026 and 2028.

Trustees

The Trustees are responsible for the management and administration of the Scheme and also for the safekeeping of the money and investments used to pay benefits. A number of the Trustees are appointed by the University. However, legislation requires that at least one third of the Trustees are nominated by the Scheme's active and retired membership. These Trustees are known as Member Nominated Trustees.

If you would like further information about this, or wish to know the names of the current Trustees or how to contact them, please ask the Pensions Office.

IMPORTANT NOTE

This factsheet provides a summary of the definitions of technical terms you may encounter in the Members' Guide and Factsheets. 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.