

## Respond to the proposed changes

# USS EMPLOYER CONSULTATION

We are asking for your feedback on proposed changes which would take effect from 1 April 2019.

All responses will be read and considered, but the number of responses that will be received means direct replies to individuals will not be provided.

We recommend that you consider all of the information on this consultation website, before you leave your response.

All responses will be anonymous so nobody at your workplace, the trustee or the JNC will be able to identify you, unless you choose to include your personal details.

**You can save your draft response as many times as you need to, as you work through the questions, but you can only submit your response once.**

### 1. Removal of the employer match

As a first step in addressing the increased costs of the scheme, it is proposed that the employer match would be removed, which would have the effect of reducing the total combined contribution required from members and employers from 37.4% to 36.6%.  
Under the rules, the 1% paid by a member who elected to pay the match will continue (members can elect to stop this).

If you want to respond to this point and/or suggest any changes to it, please comment.

### 2. Contributions above the salary threshold

It is proposed that members earning above the salary threshold and their employers continue to contribute 20% (members: 8% employers: 12%) to the USS Investment Builder. The remaining elements of member and employer contributions would go towards supporting the USS Retirement Income Builder section of the scheme.

If you want to respond to this point and/or suggest any changes to it, please comment.

### 3. Contributions shared 35:65 between members and employers respectively

It is proposed that the required 10.6% increase in contributions be shared between members and employers at a ratio of 35:65 respectively.

If you want to respond to this point and/or suggest any changes to it, please comment.

### 4. Increased contributions under the cost sharing rules

Under the cost sharing rules, member contributions would increase to 11.7% of salary. It is proposed that the increase would be phased as follows:

- to 8.8% from 1 April 2019;
- to 10.4% from 1 October 2019; and
- to 11.7% from 1 April 2020.

If you want to respond to this point and/or suggest any changes to it, please comment.

## 5. Any other comments

Members of USS and employees eligible to join the scheme are encouraged to share any views on alternative or additional proposals that they think could also address the challenges identified in the 2017 valuation and to share any other comments.

If you want to do so, please comment.

Once you have submitted your response, it will be available for both your employer(s) and the trustee to review.

If you choose not to submit your response via this website, you can respond by:

- contacting your recognised trade union or other recognised employee representative body;  
or
- sending your response in writing to the Nominated Consultation Contact at your workplace, clearly marking it: 'USS Employer Consultation'. Your written response will then be read by your employer and submitted to the trustee on your behalf. If you want your written response to be anonymous, let your Nominated Consultation Contact know.