

NHS Pension Scheme: Introductory information for new employees

This document provides introductory information only. For further details on the scheme itself or to discuss anything in more detail please contact the Pension Team pensions@soton.ac.uk

Introduction

The NHS Pension Scheme (NHSPS) is an occupational pension scheme open to employees of the NHS and certain other approved organisations. The University of Southampton operates a number of pension schemes (including USS, USRF and NEST) and automatically enrolls employees into these pension schemes if they meet certain criteria. However, certain University employees are eligible, under the governing Regulations of the NHSPS, to continue to participate in the NHSPS during their University employment, as an alternative to USS, USRF or NEST.

What is auto-enrolment?

To help people save for their retirement, all employers must provide a workplace pension scheme and must automatically-enrol workers into a scheme if they meet certain criteria.

Eligibility for the NHSPS

Your eligibility to remain in the NHSPS is conditional upon you satisfying the following criteria. You may only apply to continue to contribute to the NHS Pension Scheme if:

- Your employment is in that part of the Medical School in which instruction is given to Medical or Dental students only, or in a post graduate institute for medical or dental research; and
- You have been in active membership of the NHSPS within the 12 months prior to your current appointment.

If you wish to remain in the NHSPS and you were most recently employed by the NHS in Scotland or Northern Ireland and/or you have been paying Additional Voluntary Contributions, please contact the Pension Team for further guidance.

How do I join the NHSPS?

Contact the University's Pension Team within three months of starting. They will make the application to NHSPS on your behalf to pay contributions into the NHSPS under Section 7(2) of the Superannuation (Miscellaneous Provisions) Act 1967.

Re-joining the NHSPS

You will not be allowed to re-join the NHSPS during non-NHS employment if there is more than 12 months between leaving your last pensionable NHS job and starting this job or if you have taken your benefits and are over age 50.

Further Information

All other information about the NHSPS, including contribution rates, death in service benefits, pension calculator, retirement information and additional voluntary contribution arrangements can be found at <http://www.nhsbsa.nhs.uk/Pensions.aspx> or by contacting the University's Pension Team (pensions@soton.ac.uk).

This factsheet was last updated in April 2024. Whilst every effort has been made to ensure its accuracy, if there is any difference between this factsheet and any relevant legislation, pension scheme trust deed and/or rules, the latter will prevail.

The Pension Team can be contacted at pensions@soton.ac.uk

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