

University of Leeds

Feedback on UUK proposals regarding USS

1. Durability

- We are broadly supportive of the direction of travel in order to maintain a sustainable long term solution.

2. De-risking & benefit flexibility

- We are broadly supportive of the direction of change and agree that consideration needs to be given to benefit flexibility.

3. Salary threshold

- Before we can comment further, the University needs more clarification and understanding around the cost and risks to the University of this proposed structure. We also need more information on the impact of setting a higher salary threshold, eg £45k or £50k.

4. Other comments

- The proposed scheme design adds complexity to the scheme benefits, which in turn means that there will need to be much more communication and assistance provided to staff to allow them to fully understand the benefits.
- There is a potential decrease in protection given to benefits on death in service and through ill health early retirement. More clarification needs to be provided in relation to this.
- Guidance needs to be provided on whether, once scheme changes have been agreed, consideration will be given to transition arrangements for members of staff within a few years of normal retirement.