

The Civil Service has two pension schemes for new entrants. These give you more flexibility when arranging your pension, so you can select a scheme that is right for your circumstances.

No-one can tell you which of the two schemes is best for you. That decision is yours and will depend on your personal circumstances, but we can provide information to help you make your choice.

## **nuvos pension scheme**

The Civil Service's **nuvos** pension scheme provides a way of saving for your retirement. Over the years, you and your employer contribute to the scheme. When you retire, we pay you a pension based on your pensionable earnings during your career. Every year we will increase the pension you have earned by inflation (RPI).

### **Who can join?**

All employees appointed on or after 30 July 2007 unless:

- you are joining or remaining in another pension scheme
- you are excluded in your contract of employment
- you are being appointed locally to an overseas post

If you have belonged to the Civil Service pension scheme before, you may be given different pension options. Your employer will tell you if this is the case.

### **Contributions**

You must pay contributions, currently 3.5% of your pensionable earnings. The contributions come off your gross pay before deducting your income tax, so you get tax relief at the highest rate you pay.

### **How much will my employer pay?**

Your employer will make contributions varying between 17.1% and 25.5%, depending on your annual salary.

### **What about National Insurance?**

You pay National Insurance contributions at the lower "contracted-out" rate. This means that you will not build up any entitlement to State Second Pension for the period that you are covered by the scheme, but you may be eligible for a top up payment.

## **The partnership pension account**

The partnership pension account is a way of saving for your retirement. You choose a 'pension provider' from our panel to invest your retirement funds. Your employer will contribute for you to your chosen provider. We will hold these contributions, together with any contributions you choose to make within a stakeholder pension, which is a type of personal pension. The contributions grow with investment returns over the years. When you retire, you can take some of your pension 'pot' as a tax-free lump sum. You use the rest of your pension pot to provide you with an income for the rest of your life. This is called an annuity.