

Universities Superannuation Scheme (USS)

About the scheme

USS is a UK wide pension scheme offered to LSE staff members on Salary Band 6 or above. It is a large scheme with more than 350 institutions as members.

USS is a 'hybrid' pension scheme, it may provide a combination of 'Defined Benefit' and 'Defined Contribution' pension benefits.

Full details of the benefits available as a result of USS membership can be viewed on the [USS website](#) and there are a number of short video clips and animations available to view [here](#).

USS has two membership sections

The two sections are designed to work alongside each other.

USS Retirement Income Builder

The first section in which all members will participate is the [USS Retirement Income Builder](#).

This is a Defined Benefit (DB) style pension arrangement and you will build up pension entitlement at the rate of 1/75th of your salary up to the [salary threshold](#) during each scheme year, plus a lump sum benefit at retirement equal to three times the total amount of pension built up during your period of membership.

USS Investment Builder

The second section is the [USS Investment Builder](#).

Members whose salary exceeds the [salary threshold](#) will automatically participate in this section of the scheme in respect of their salary above the threshold.

The [USS Investment Builder](#) is a Defined Contribution (DC) (also referred to as "money-purchase") style arrangement where you can choose from a selection of investment funds into which to invest your contributions.

The value of benefits at retirement from this part of the scheme will be dependent upon the value of the contributions paid and the investment return achieved by your chosen fund(s).

All members will have the option to pay additional contributions into this section of the scheme, even if your earnings are below the salary threshold.

In order to manage your investments within the *USS Investment Builder* you are required to access [MyUSS](#) which is the online portal you need to use for managing your *USS Investment Builder* account.

Your member number, shown on your membership certificate, will allow you to register for using *MyUSS* should you ever pay contributions into this section of the scheme.

You can register to use *MyUSS* via the [registration page](#). This will require you to enter your member number before inputting a password of your own choosing. USS will then generate a PIN number for you which is required to access the system.

Contributions

The current USS contribution rate is 6.1% of salary for members. The School currently contributes at the rate of 14.5% of your salary.

Contributions to the *USS Investment Builder* on that proportion of your salary in excess of the salary threshold are currently based upon an investment being made equal to 20% of your salary above the threshold. This is made up of a contribution of 6.1% by members and 13.9% by the School.

All USS member contributions attract tax relief at your highest marginal rate directly via payroll.

There are however limits to the maximum benefit you can build up in any tax year and the maximum benefits you can draw at retirement and still enjoy beneficial tax treatment. Please refer to the **Pensions Tax** area of the School website for more general information or view the [Pensions Tax](#) area of the USS website to understand how the current limits operate.

Please contact the [Pensions Team](#) if you have any questions or concerns in relation to this area.