NHS Scheme Members

Under the NHS pension scheme rules, each year of your pensionable pay counts separately towards the build-up of your final pension benefits.

Therefore, entering or continuing with any salary sacrifice arrangement (e.g. childcare vouchers, car lease scheme, cycle to work etc.) that reduces your gross pensionable pay will have a negative effect on the amount of pension you are able to build up in that year. The overall effect from participating in any salary exchange scheme would be to reduce the number of final benefits you build.

As being in a salary exchange scheme will have this impact on your pension benefits the University does not offer salary exchange for childcare vouchers, cycle to work or the car lease scheme to our NHS members.