

Unite Pension Scheme – Pension modeller User guide

The pension modeller is for active members of the Unite Pension Scheme (the Scheme). If you are a deferred member of the Scheme, you can contact the Scheme administrators to obtain an estimate of your pension, using the [Contact Us](#) page on the Scheme website.

All figures produced by the modeller are approximate and are for illustrative purposes only and do not form a guarantee. Your benefits which are paid will be calculated by our administration team in accordance with the Scheme rules using your up to date salary and service information.

Why should I use the modeller?

You can use the modeller to give you an idea of the benefits you might receive from the Scheme when you retire.

All you need to use the modeller is your latest Annual Benefit Statement. The Scheme administrators send you a benefit statement each year, usually around November.

Your Annual Benefit Statement shows you:

- the pension you have built up so far, to 5 April of that year; and
- the pension you will have built up if you stay an active member of the Scheme up to your Scheme Normal Pension Age i.e. your 63rd birthday.

You can use the modeller to recreate your benefit statement. You can then change the following details, and see how this might affect your benefits:

- Pensionable Salary;
- the rate at which pension builds up in future, or “accrual rate”; and
- Retirement Date.

The modeller calculates an illustration of your benefits assuming you remain in pensionable service until, and then retire from, the Retirement Date that you input. The modeller takes into account the Union’s enhanced Normal Pension Age for active members, which is broadly in line with State Pension Age less five years.

How do I use the modeller?

There are only six inputs needed to use the modeller, to make it as easy to use as possible.

Modeller ID

This is used to identify you. If you do not know your Modeller ID, please [Contact Us](#).

Date of birth

Your date of birth.

Pensionable Salary (Pre 6 April 2025)

This is the salary figure used to calculate your pension and basic lump sum that were built up before 6 April 2025. It does not include any temporary responsibility allowance, overtime, bonus or contractual unsocial hours pay, but does include any London weighting.

If you are currently working part-time, please input your current full-time equivalent salary into the modeller.

If you earn below the 'Salary Limit' – £77,767 for the year 2025 – your Pensionable Salary is equal to your basic salary over the 12 months up to your Retirement Date.

If you earn the same or more than this limit, your Pensionable Salary is equal to your basic salary over the last 12 months, apart from any increases to your Pensionable Salary following a promotion on or after 1 January 2013 will be recognised incrementally over a 10-year period.

Pensionable Salary (Post 5 April 2025)

As above, **plus** any contractual unsocial hours pay. If you do not have any contractual unsocial hours pay, then this figure will be the same as your Pensionable Salary (Pre 6 April 2025).

Accrual Rate

This is the rate at which you build up pension, for each year and complete month of Scheme Service. There are two choices in the Scheme: 1/60th or 1/70th of your Pensionable Salary.

You can find your current accrual rate on your Annual Benefit Statement. If your accrual rate is 1/60th, you contribute between 11% and 12.3% of your Salary to the Scheme (depending on your Union salary grade). If your accrual rate is 1/70th, then you contribute between 8% and 9.3% of your Salary.

The modeller allows you to see what the impact would be of changing your accrual rate for pension building up from 6 April of that year.

If you want to actually switch accrual rates, then you are allowed to do this once a year, effective from 6 April, by letting the Union payroll department know by 1 March.

Retirement Date

This is the date that the illustrated pension would be payable from.

Your Annual Benefit Statement shows you the benefits at your Scheme Normal Pension Age, which is your 63rd birthday. The modeller shows you an illustration of your benefits at the date you input, subject to a minimum of your 55th birthday and a maximum of your 75th birthday. If the Retirement Date you input is before your 55th birthday or after your 75th birthday, then the figures shown will be calculated at your 55th birthday or your 75th birthday respectively.

Modeller output

The results of the modeller are in the same layout as your Annual Benefit Statement.

BUILT UP SO FAR TO 5 APRIL 2025		AT RETIREMENT DATE
BASIC PENSION	£7,500 per annum	£23,330 per annum
+ BASIC CASH SUM	£7,650 lump sum	£23,800 lump sum
OR		
REDUCED PENSION	£5,560 per annum	£17,300 per annum
+ MAX CASH SUM	£37,080	£115,380
<p><i>* If your chosen retirement date is before your 55th birthday or after your 75th birthday, then the figures shown will be calculated at your 55th birthday or your 75th birthday respectively.</i></p>		
Benefits payable on death		
BEFORE RETIREMENT		AFTER RETIREMENT
LUMP SUM PAYABLE UPON DEATH	£200,000	A lump sum is only payable if you die within five years of retirement and is subject to the discretion of the Trustee.
PARTNER'S PENSION PAYABLE UPON DEATH	£11,330	The amount payable would be 50% of your pension before any reduction for tax-free cash is taken into account.

If you want to see other results, you can simply change the inputs and press the recalculate button.

If you have any questions or problems, please use the [Contact Us](#) page on the Scheme website.

Limitations of the modeller output

All figures produced by the modeller are approximate and are for illustrative purposes only and do not form a guarantee. Your benefits which are paid will be calculated by our administration team in accordance with the scheme rules using your up to date salary and service information.

The modeller calculates figures using the current actuarial factors (for early retirement and cash commutation), which are subject to change, and could go up or down in future.

The modeller includes information about your Final Salary benefits only. You may also have other benefits that you are building up in the Scheme, or have built up in the past. These benefits will not be included within the modeller output.

In particular, the modeller **does not** provide any information in respect of the following:

- Additional Voluntary Contributions (AVCs)
- “Inflation linked” Transfers in
 - *Service credits linked to your Pensionable Salary are included within the modeller output.*
- Pension debits or credits

If you would like information including any of these benefits, please use the [Contact Us](#) page on the Scheme website to contact the Scheme Administrators.