

Your pension option: an overview

Option to join the Superannuation Arrangements of the University of London (SAUL)

This note provides an overview of the option to join an alternative pension scheme available to you from 1 August 2026 when the University of Kent merges with the University of Greenwich to become the London and South East University Group (LASE).

Following the merger, all Professional Services staff at levels SG10 and below will have the option of joining the Superannuation Arrangements of the University of London (SAUL).

You are currently a member of, or eligible¹ to be a member of the London Pension Fund Authority (LPFA) which provides benefits in the Local Government Pension Scheme (LGPS).

Therefore, you will have the option to opt out of the LPFA and join SAUL from the date of the merger onwards. This option will remain open to you and you can exercise your option to join SAUL at any time from 1 August 2026.

However, if you choose to opt out of the LPFA and join SAUL, this is an irreversible decision, and you will not be eligible to rejoin the LPFA in the future.

Both the LPFA and SAUL provide:

- tax-efficient retirement savings
- a guaranteed pension for life (once you have at least 3 years' service in SAUL)
- a choice of retirement age
- life assurance and ill-health benefits



There is variation between the schemes, and more details are provided in the supporting documents and FAQs on the LASE pensions portal. This document provides an overview only. Leaving the LPFA is a big irreversible decision, and so you need to be sure that opting out and joining SAUL is the right decision for you (if you wish to make this choice).

If you are currently an LPFA member and wish to remain in the scheme, you don't need to do anything – your membership will continue.

Please note the information in this document is correct as at May 2026 but may be subject to change. If there are any discrepancies between the information provided in this document and the LGPS or SAUL rules, the rules will take precedence.

¹ This includes any members of the L&G Defined Contribution scheme eligible for the LPFA.

At a glance: a comparison of the LPFA (providing LGPS benefits) and SAUL

Area	 London Pension Fund Authority (LPFA) providing Local Government Pension Scheme (LGPS) benefits	 Superannuation Arrangements of the University of London (SAUL)
Type	Defined benefit, career average Benefits calculated using a formula applied to each year's pensionable earnings	SAUL Start: Defined contribution for the first 3 years of membership Contributions invested in individual pot; retirement benefit depends on what has been paid in and investment returns SAUL Lifetime: Defined benefit after 3 years of membership Benefits calculated using a formula applied to each year's pensionable earnings
What it costs you (currently)	Ranges from 5.5% to 12.5% depending on your annual salary	6% of your annual salary
Normal Pension Age²	Equal to your own State Pension Age	Age 66
How pension builds up	You build up a block of pension each year of 1/49th of your pensionable earnings	Defined contribution (SAUL Start) Your 6% contribution plus 15% from your employer is paid into your defined contribution pot Defined benefit (SAUL Lifetime) You build up a block of pension each year of 1/75th of your pensionable earnings
Tax-free cash	You will have the option of converting some of your pension for a tax-free cash lump sum on retirement	You are entitled to a tax-free cash lump sum of three times your defined benefit (SAUL Lifetime) pension in addition to your pension

² Normal Pension Age: the age at which a member is entitled to receive their full, unreduced defined benefit pension without early retirement reductions

Some things to consider about your option to join SAUL

In the LPFA, the amount of benefit you build up is based entirely on how long you are in the LGPS and your salary each year, providing a guaranteed income plus the option to exchange some pension for a cash lump sum on retirement.

In SAUL, for the first three years of membership, you build up a savings pot and the benefit from this pot will depend on how much is paid in and investment performance on the savings. After three years of membership, you will build up benefits based on your service in the scheme and your salary each year, providing a guaranteed income plus a cash lump sum on retirement.

You need to be sure that opting out of the LPFA is the right decision for you, taking all factors into consideration as this is an irreversible decision.

For more detail on your option, please refer to the support documents and FAQs on the LASE pensions portal.