pension

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DATE:	November 14, 2025
TO:	Human Resource Managers
FROM:	Wes Cook – Manager, Employer Services
SUBJECT:	Nova Scotia Teachers' Pension Plan

- Pension Adjustment (PA) Calculations for 2025
- Year's Maximum Pensionable Earnings (YMPE) 2026
- Supplementary Employee Retirement Plan (SERP) 2026

PA CALCULATION FOR 2025

The factors to be used in the calculation of PA's for **2025** are:

YMPE	$ 71,300.00
Maximum benefit accrual	$ 3,756.67
Maximum PA	$ 33,210.00

YMPE (2026)

The Year's Maximum Pensionable Earnings under the Canada Pension Plan for the calendar year 2026 is $74,600 or bi-weekly $2,869.23 (26 pays).

Using the example of an employee paid at an annual rate of $107,650 – TC7 (max), pension contributions would be calculated as follows:

Annual salary rate	$107,650.00	
11.3% of YMPE		$ 8,429.80
12.9% of excess		$ 4,263.45
Total annual contributions		$ 12,693.25

SERP (2026)

The annual Supplementary Employee Retirement Plan (SERP) earnings limit for 2026 is $222,721.00 which is $8,566.19 bi-weekly (26 pays).

Employers should cap employer contributions at $1,059.13 bi-weekly (26 pays).

MORE INFORMATION

Should you have questions about any of the above, please contact us at info@nspension.ca or call 1-800-774-5070 (toll free) or 424-5070 (local).

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