

Salary Sacrifice

All details are input in Light Blue boxes

1. Input Co name & clients details, and
 - Is EE above SPA? i.e. pays no NI
 - Is ER NI payable e.g. under age 21
 - Annual salary
 - Is PA to be changed i.e. not standard

If PA not standard, input box appear to Enable specific PA to be input

2. Input Contribution details;
 - Whether it's an amount (£) or (%), and
 - The amount, or salary percentage.

3. Select objective of either achieving;
 - Same salary & Higher pension cont, or
 - Higher salary & same pension cont.

These calculations are BEFORE salary Sacrifice showing;

- Employees Net Spendable Income, &
- Gross pension contribution, if any.

These calculations then show total cost to Employer;

- Salary, NI, and
- Pension contribution

4. Input any Bonus payment received, & Amount of Bonus payment to be 'sacrificed' into pension

Will then calculate;

- Any balance bonus payment to income

5. Input percentage of ER NI saving that will go to pension e.g. all = 100%

Company	ABC
Employee	Mr X
Taxpayer	UK (Exo Scottish) ▼
Employee above SPA (2)	No ▼
Employer NI payable? (3)	Yes ▼
Annual Salary	25,000.00
Change PA?	No ▼
Employee gross cont	▼ 4.00
Employer cont	▼ 0.00
Objective (5)	Same salary ▼

Employee pays pension contribution BEFORE salary sacrifice	
Employee	£ pa
Salary	25,000.00
Bonus	0.00
Gross income	£25,000.00
less	
Income Tax	2,486.00
National Insurance	994.40
Pension contribution net of BRT	800.00
Amount invested	£1,000.00
Final Net Income after pension	£20,719.60

Cost to the Employer	
Salary	25,000.00
Bonus	0.00
Gross income	25,000.00
Employer National Insurance	£2,184.20
Employer Pension contribution	£0.00
Total Employer Cost	£27,184.20

Bonus	0.00
Payment to pension (8)	0.00
Balance to income	£0.00

ER NI to pension	100%
------------------	------

Employee pays pension contribution AFTER salary sacrifice	
Employee	£ pa
Revised gross income	£23,888.89
less	
Income Tax	2,263.78
National Insurance	906.51
Final Net Income	£20,719.60

Cost to the Employer	
Revised gross income	23,888.89
Employer National Insurance	£2,040.87
Employer Pension contribution	£1,284.44
Total Employer Cost	£27,184.20

Extra pension contribution	£254.44
Increase in salary	£0.00
Employer saving	£0.00

These calculations are AFTER salary Sacrifice showing;

- Same Employees NSI.

These calculations then show same total cost to Employer;

- Salary, NI, and
- Increased pension contribution

Shows;

- Increase in pension contribution
- Any reduction in salary,
- Any Employer saving