



NICE Pensions Factsheet

This factsheet explains what NICE Pensions is and how it works. NICE Pensions is a cost effective way of making contributions to Pace DC. This is a salary sacrifice arrangement, which reduces the cost of saving for retirement by making national insurance savings and boosting your take-home pay.



Most people will automatically pay into Pace DC using NICE Pensions when they become a member of Pace DC, but you can stop using this arrangement if you want to.

This is how NICE Pensions saves you money:

This table shows how much you save each year by taking part in NICE Pensions assuming you pay 2%, 5% or 10%. You can take part in NICE Pensions through any of the contribution rates available.

Your Pay	Your Pace DC contribution rate		
	2%	5%	10%
	Annual national insurance savings		
£10,000	£24.00	£60.00	£120.00
£15,000	£36.00	£90.00	£180.00
£20,000	£48.00	£120.00	£240.00
£30,000	£72.00	£180.00	£360.00
£40,000	£96.00	£240.00	£480.00
£50,000	£20.00	£50.00	£235.00
£75,000	£30.00	£75.00	£150.00

All of the examples are based on the tax and national insurance rates for 2018/2019.

Important:

Most colleagues will benefit from NICE Pensions, but it's not suitable for everyone; this includes people who earn close to the National Minimum Wage and people who earn close to the national insurance thresholds (around £162 per week for the 2018/19 tax year). If you fall into either of these two categories, the Co-op will assess your earnings levels and if NICE Pensions is unsuitable for you, you'll automatically be taken out of NICE Pensions and you'll pay your pension contributions by payroll deduction. You will, however, automatically be included in NICE Pensions should NICE Pensions become suitable for you in the future.

NICE Pensions is a change to your terms and conditions of employment because your Pay will be reduced by an amount equivalent to the contributions that you would otherwise make to Pace DC, through the normal payroll deduction. This change is permanent and any further variations will only be considered if you have a lifestyle event. You may opt out; however, before you decide, you should consider seeking independent advice (for example, by contacting the Citizens Advice Bureau or by speaking to a financial adviser. You can find one local to you on this website: www.unbiased.co.uk).

NICE Pensions example

Jane earns £15,000 a year. She's a member of Pace and has a contribution rate of 2% of her Pay. Jane pays tax at the standard rate (20%).

2% of Jane's Pay = £300 a year, which is a contribution of £23 each pay period.

£23 - The pension contribution shown on Jane's payslip.



This example is based on the tax and national insurance rates for 2018/19.

At a glance

- NICE Pensions stands for National Insurance Contribution Efficient Pensions.
- NICE Pensions is the name of the way contributions are made to Pace DC. It is not a separate pension arrangement.
- NICE Pensions operates automatically to make contributions to your pension more cost effective.
- Pension contributions receive tax relief so they cost you less.
- In addition to the tax relief you receive on all your pension contributions, under NICE Pensions you may also benefit from national insurance savings.
- If you wish, you may opt out of NICE Pensions.

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