

BAE SYSTEMS

SMART Pensions

April 2020



SMART pensions could mean **more money** in your pay

2 SMART Pensions

Navigation

The Company operates an arrangement known as SMART Pensions which the majority of the Company's eligible employees have joined.

SMART Pensions results in employees and the Company paying lower National Insurance (NI) contributions. The majority of employees receive higher take home pay as a result.

Part 1 What is SMART Pensions?

This section will tell you how SMART Pensions works.

Part 2 How will SMART Pensions affect me?

This section will give you more detail on what SMART Pensions means for you. SMART Pensions is designed so that virtually all employees will see a benefit. However, there are a small number of employees who may potentially be worse off and this section explains this in more detail.

Part 3 Is there anything else I need to know?

This section will answer common questions about SMART Pensions, including its effect on your State Pension.



The majority of employees receive **higher take home pay**



Further Information

Visit: baesystems.com/pensions

SIPS Benefits members

Administration Centre:
0345 601 0607

Overseas:
+44 (0)141 222 5125

Email: member.enquiries@SIPS-pensions.co.uk

For all other members

Pensions Service Centre:
0800 917 9568

Overseas:
+44 (0)121 415 0891

Email: fulwood.pensions@equiniti.com

Part I

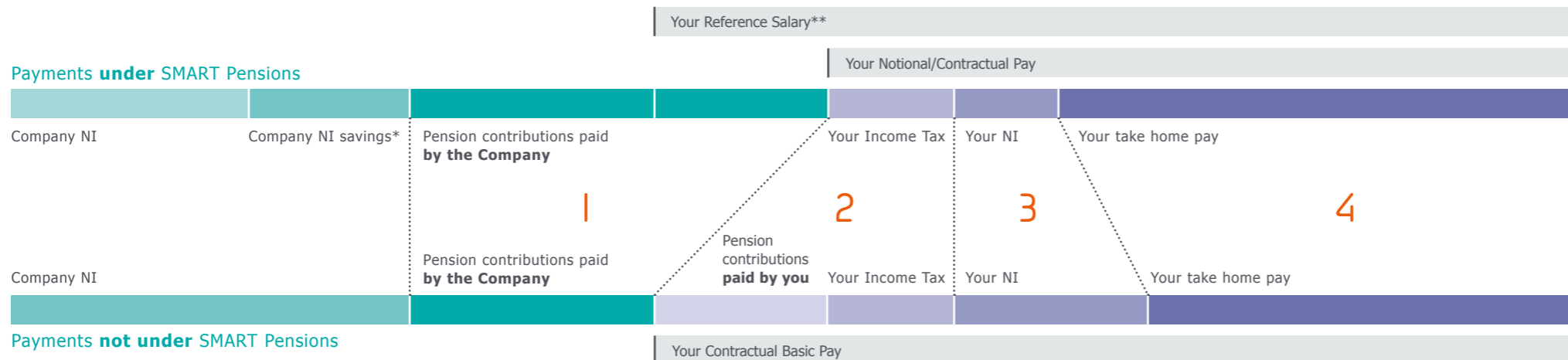
What is SMART Pensions?

It works by eliminating the NI contributions that you and the Company would otherwise have to pay on the amounts paid into your pension scheme. Under SMART Pensions, the overall amount of money going into your pension scheme does not decrease and your pension scheme benefits are unaffected.

It works like this; if you do not participate in the SMART Pensions arrangement then both you and the Company pay NI contributions on your total salary, including the part you pay into your pension scheme. Participation in SMART Pensions will reduce these NI contributions.

The diagram below shows you how:

Simply a more efficient way of paying contributions to your pension scheme



1 The Company pays your pension contributions

When you participate in SMART Pensions, you will not make contributions to your pension scheme. Instead, the Company will pay an additional amount into your pension scheme which is exactly the same as the amount of money that you will otherwise pay if you do not participate in the SMART Pensions arrangement.

2 Your Contractual Basic Pay reduces

Your 'Contractual Basic Pay' will then be reduced by an amount equal to your pre SMART Pensions contributions.

3 Your NI payments reduce

The reduction in your Contractual Basic Pay will result in lower NI payments.

4 Your take home pay increases

The lower NI payments will reduce the deductions on your pay which means your take home pay is higher.

* The Company benefits too

Because of these changes the Company pays lower NI on employees' salaries.

** Other benefits are not affected

Your salary before the SMART Pensions reduction will become your 'Reference Salary'. Your Reference Salary will be used to determine other salary related benefits such as bonuses, overtime, shift payments and pension scheme benefits. The value of these benefits will therefore be unaffected by SMART Pensions.

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Part 2

How will SMART Pensions affect me?

Who can't benefit from SMART Pensions?

There are a few employees who are not eligible to participate in SMART Pensions including:

- > Any employees whose hourly rate would fall below the National Living Wage as a result of the salary sacrificed under SMART Pensions.
- > Expatriate or overseas employees, other than those on short term assignments, for whom different taxation and/or social security arrangements apply.
- > Employees not in BAE Systems pension schemes.

Employees whose annual gross rate of pay is less than the Lower Earnings Limit (£6,240 for 2020/21) or who fall below this level at any time during the year, may not benefit from SMART Pensions, as they may lose entitlement to certain state benefits.

If you believe you may be adversely affected by SMART Pensions we recommend that you take independent financial advice.

How much am I going to save?

The amount of extra money you will take home depends on your individual circumstances. The 'Savings Table' on [page 5](#) will give you an idea of the difference SMART Pensions will make to you.

The savings illustrated throughout this booklet are based on current NI rates and the Upper Earnings Limit (UEL) which is set by the Government for each tax year. For the tax year 2020/21, the UEL is £50,000.

Remember, your participation will allow the Company to make savings which will be invested for the long-term future of all the pension schemes.

How to use the Savings Table

Step 1

Find out your monthly pension contribution to the nearest £10 (excluding AVCs). You will find this on your payslip. Highlight this amount in the first column of the Savings Table on [page 5](#).

Step 2

If your gross pay is less than the UEL you can use the green columns to see how much you would save each month and each year and how much BAE Systems would save each month and each year.

If your gross pay is above the UEL you can use the purple columns to see how much you would save each month and each year and how much BAE Systems would save each month and each year.

Example (based on the UEL for 2020/21 of £50,000)

If your gross pay is less than the UEL and your monthly contribution is £200, you will save £288 a year and the Company saving, which will go into the pension schemes, will be £331. If your gross pay is more than the UEL then, even though your personal saving may seem low, the Company saving will be much higher and these savings will be invested for the long-term future of all the pension schemes.

Savings will depend on your actual earnings and pension scheme contributions in each pay period. Savings in future tax years will depend on NI contribution rates at that time. Savings are calculated using NI rates for 2020/21.

Remember that the savings you make go into your take home pay and the savings that the Company makes will be put into the BAE Systems pension schemes.



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Part 2

How will SMART Pensions affect me?

Savings Table

Contribution per month (£)	If you are earning below the UEL				If you are earning above the UEL			
	Employee savings (£)		Employer savings (£)		Employee savings (£)		Employer savings (£)	
	per month	per annum	per month	per annum	per month	per annum	per month	per annum
10	1	14	1	17	0	2	1	17
20	2	29	3	33	0	5	3	33
30	4	43	4	50	1	7	4	50
40	5	58	6	66	1	10	6	66
50	6	72	7	83	1	12	7	83
60	7	86	8	99	1	14	8	99
70	8	101	10	116	1	17	10	116
80	10	115	11	132	2	19	11	132
90	11	130	12	149	2	22	12	149
100	12	144	14	166	2	24	14	166
110	13	158	15	182	2	26	15	182
120	14	173	17	199	2	29	17	199
130	16	187	18	215	3	31	18	215
140	17	202	19	232	3	34	19	232
150	18	216	21	248	3	36	21	248
160	19	230	22	265	3	38	22	265
170	20	245	23	282	3	41	23	282
180	22	259	25	298	4	43	25	298
190	23	274	26	315	4	46	26	315
200	24	288	28	331	4	48	28	331
210	25	302	29	348	4	50	29	348
220	26	317	30	364	4	53	30	364
230	28	331	32	381	5	55	32	381
240	29	346	33	397	5	58	33	397
250	30	360	35	414	5	60	35	414

Contribution per month (£)	If you are earning below the UEL				If you are earning above the UEL			
	Employee savings (£)		Employer savings (£)		Employee savings (£)		Employer savings (£)	
	per month	per annum	per month	per annum	per month	per annum	per month	per annum
260	31	374	36	431	5	62	36	431
270	32	389	37	447	5	65	37	447
280	34	403	39	464	6	67	39	464
290	35	418	40	480	6	70	40	480
300	36	432	41	497	6	72	41	497
310	37	446	43	513	6	74	43	513
320	38	461	44	530	6	77	44	530
330	40	475	46	546	7	79	46	546
340	41	490	47	563	7	82	47	563
350	42	504	48	580	7	84	48	580
360	43	518	50	596	7	86	50	596
370	44	533	51	613	7	89	51	613
380	46	547	52	629	8	91	52	629
390	47	562	54	646	8	94	54	646
400	48	576	55	662	8	96	55	662
410	49	590	57	679	8	98	57	679
420	50	605	58	696	8	101	58	696
430	52	619	59	712	9	103	59	712
440	53	634	61	729	9	106	61	729
450	54	648	62	745	9	108	62	745
460	55	662	63	762	9	110	63	762
470	56	677	65	778	9	113	65	778
480	58	691	66	795	10	115	66	795
490	59	706	68	811	10	118	68	811
500	60	720	69	828	10	120	69	828

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Part 3

Is there anything else I need to know?

How will SMART Pensions affect my State Pension?

SMART Pensions does not impact your ability to build up the single-tier new State Pension. Information on the new State Pension is available at:

> gov.uk/new-state-pension/overview

Does the more you earn mean the more you save?

Only to a certain extent. Once earnings exceed the UEL (£50,000 in the tax year 2020/21), NI rates reduce on the balance of earnings above the UEL from 12% to 2% for members of the BAE Systems pension schemes. People earning above this amount will therefore save proportionately less.

Would SMART Pensions affect my income tax position?

No, SMART Pensions only affects NI payments. Income tax payments would be unaffected.

Would SMART Pensions affect any other BAE Systems benefits I receive?

SMART Pensions does not reduce any salary related payments or any other benefits you receive directly from the Company.

Pension scheme benefits, overtime, shift premium and discretionary redundancy severance payments continue to be based on your Reference Salary.

Any future salary increases and all other related benefits, such as pay reviews, will be calculated on your Reference Salary, and are therefore unaffected by SMART Pensions.

The Reference Salary is used for mortgage reference letters and therefore should not impact the amount of any mortgage you take out, or your credit rating.

Are AVCs included in SMART Pensions?

No, only your core contribution and, for members of the DC Retirement Plan and Executive Pension Scheme (2012 Section), any matching contributions can be included.

What happens to benefits where these are linked or underpinned to contributions paid?

For the purpose of benefit calculations, benefits (including the value of contribution underpins) are calculated as if you had not participated in SMART Pensions.

What is the Company doing with the money it saves through SMART Pensions?

The Company's NI savings through SMART Pensions are paid into the pension schemes. This means that the more people who participate in SMART Pensions, the more the Company pays into employees' pension schemes to help safeguard their future.

How long will SMART Pensions last?

There is no end date planned. However, if the tax/National Insurance regime or the law changes, or it is no longer viable for BAE Systems to operate this arrangement, BAE Systems reserve the right to withdraw SMART Pensions.

Should this happen, employees' pay will be adjusted back to their Reference Salary (less any other salary sacrifices that they participate in) and they will begin making pension contributions again. However, they will not have to pay back any of the additional take home pay received from the reduction in NI contributions.

What should I do if I decide to opt out of SMART Pensions?

Paying your contributions through SMART Pensions is not compulsory. If you are a new joiner and want to opt out, you can do this by completing the relevant form available on the [pensions website](#).

Employees can opt in or out of SMART Pensions during September each year by completing the relevant form, which can be downloaded from the [pensions website](#). Normally the change will take effect from the November payroll.

In exceptional circumstances (for example, a change in working hours or earnings) employees will be able to, at the Company's discretion, opt in or out of SMART Pensions during the course of the year. SIPS Benefits members should contact the Administration Centre and all other members should contact the Pensions Service Centre to discuss this if this applies to you.

Would SMART Pensions impact any benefits I get from the State?

Entitlement to some State benefits, such as statutory sick pay, incapacity benefit and job seekers allowance are based on the amount of NI that has been paid.

Provided you continue to earn more than the LEL (£6,240 pa for 2020/21) on a regular basis after the introduction of SMART Pensions, your entitlement to these benefits will not change.

Although SMART Pensions could reduce the amount of statutory entitlement to maternity, paternity and adoption payments, BAE Systems will ensure that employees are no worse off by adjusting the amount paid by the Company.

Would SMART Pensions impact the income tax credits I get from the State?

No, SMART Pensions does not affect any income tax credits that you may receive.

The personal savings for me are small – why should I support SMART Pensions?

The more people who participate in SMART Pensions, the more the Company contributes to help safeguard the future of the BAE Systems pension schemes.

This would apply, for example, once you are over State Pension age when you will not pay NI contributions and so you will make no savings yourself. As employer NI contributions are still payable, your participation in SMART Pensions means the Company makes savings, which it pays into the pension schemes.

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