

SMART...

Savings for employees and the Company

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Please read this booklet carefully as it contains important information

Contents

		page
01	What is SMART?	4
02	How will I see SMART savings on my payslip?	5
03	What do I gain from SMART?	7
04	Absence and SMART	8
05	Questions about State Benefits	9
06	Who can't take part in SMART?	10
07	Jargon Buster	12

This booklet provides information about SMART – an alternative way of paying pension contributions. SMART is designed to save you and the company money without affecting your pension benefits. However, if you are unsure about whether or not you should participate, you should seek your own independent financial advice.

SMART is simply a different way of paying pension contributions into your existing pension scheme. The arrangement is designed to increase take-home pay and reduce Network Rail payroll costs.

Network Rail intends to operate SMART indefinitely. However, if pension or other laws change, or if for some other reason it is no longer viable for the company to operate SMART, Network Rail will terminate this arrangement. You would change back to paying pension contributions in the normal way, and your contractual pay would revert to what it was before SMART was introduced (including any increases from pay reviews).

01 What is SMART?

A National Insurance efficient way to pay pension contributions

Network Rail introduced SMART as a different way of paying pension contributions in the 2010/2011 tax year. SMART increased the take-home pay of employees who used to pay contributions into their company pension scheme, by reducing the amount of National Insurance Contributions (NICs) payable, without affecting pension scheme benefits.

All new employees are automatically entered into SMART so they can benefit from saving on their NICs from day one of their employment with Network Rail, provided they join one of the company's pension schemes (and in the case of the Network Rail Defined Contribution Pension Scheme (NRDC), provided they have not chosen to pay zero contributions).

Once you're in SMART you do not have to do anything to continue to benefit from the saving in NICs. However, there are a few employees who do not gain from SMART and some who cannot participate and they are automatically opted-out (see page 9).

SMART FACTS

- SMART does not affect your pension scheme membership or benefits.
- SMART changes the way your pension is paid for and saves on NICs. That means your take-home pay is increased and Network Rail makes savings too.
- It is recognised by Her Majesty's Revenue and Customs (HMRC).
- Participating in SMART counts as a technical change to your terms and conditions of employment because you are giving up some of your contractual pay but in exchange you aren't required to pay pension contributions – the company pays these for you.
- SMART does not affect any other salary-related payments or benefits you receive from Network Rail such as salary increases, overtime payments and pension scheme life assurance. These will be based on your 'headline pay' – your basic pay before SMART is applied.
- SMART is designed to benefit the majority of employees; if you are unable to participate, even temporarily, your pay returns to what it was before SMART was introduced (including pay awards) and you resume paying normal pension contributions.

02 How will I see SMART Savings on my Payslip?


Since SMART was introduced, your payslip has referred to a 'SMART reduction' to reflect the reduction in your contractual pay and therefore the earnings you have to pay NICs on.

Network Rail pays the whole of the SMART reduction figure into your pension scheme as an additional employer contribution. The reduction in your contractual pay is a change to your terms and conditions of employment.

Below is an example of how an NRDC pension scheme member's payslip looks before and after participation in SMART; this member has chosen to pay 4% regular contributions.

The result? Your take-home pay goes up because you pay less NICs, while the same amount of money goes into your pension scheme.

Note: Although your contractual pay is reduced, a 'headline pay' figure (i.e. before taking account of adjustment for SMART) will be maintained for all other employee benefit purposes.



COST CENTRE	XXXXX	CONTRACT HOURS	35	ANNUAL HEADLINE PAY	£20,000			
PAYMENTS	UNITS	HRLY RATE	RATE	£	DEDUCTIONS	£	EARNINGS & CONTRIBUTIONS	£
HEADLINE PAY		1.00	1538.46		NRDC PEN	61.54		
					TAX	150.00	TAXABLE PAY	XXX XXX
					NI A	112.97	TAX PAID	150.00 XXX
					SEASON TKT	24.63	NI PAY	XXX XXX
							NI EE	112.97 XXX
							NI ER	130.61 XXX
							PENSIONABLE PAY	1,538.46 XXX
							PENSION ER	107.69 XXX
							PENSION EE	61.54 XXX
							BRASS	0.00
							AVC	0.00
PREVIOUS EMPLOYMENT FIGURES								
							TAXABLE PAY	0.00
							TAX PAID	0.00
GROSS PAY				£1,538.46	DEDUCTIONS	£349.14	NET PAY	£1189.32

Your normal pension deduction

Your total pension contribution

Your SMART reduction is the same as your old pension deduction

Exactly the same money goes into your pension*. £61.54 + £107.69 = £169.23

COST CENTRE		XXXXX	CONTRACT HOURS		35	ANNUAL HEADLINE PAY		£20,000		
PAYMENTS	UNITS	HRLY RATE	RATE	£	DEDUCTIONS	£	EARNINGS & CONTRIBUTIONS		£	
HEADLINE PAY		1.00		1538.46	TAX	150.00	This Payslip YTD			
SMART REDUCTION				61.54	NI PAID	105.59	TAXABLE PAY	XXX	XXX	
					SEASON TKT	24.63	TAX PAID	150.00	XXX	
							NI PAY	XXX	XXX	
							NI EE	105.59	XXX	
							NI ER	122.12	XXX	
							PENSIONABLE PAY	1,538.46	XXX	
							PENSION ER	169.23	XXX	
							PENSION EE	0.00	XXX	
							BRASS	0.00		
							AVC	0.00		
PREVIOUS EMPLOYMENT FIGURES										
							TAXABLE PAY	0.00		
							TAX PAID	0.00		
GROSS PAY				£1,476.92	DEDUCTIONS		£280.22	NET PAY		£1196.70



Your net pay goes up

These payslips are for illustration purposes only.



03 What do I gain from SMART?

In the examples below you can see SMART savings for people with different salaries across the different Network Rail Pension schemes:

Note: These examples show annual NIC savings for employees in SMART for tax year 2021/2022. They are based on the current contribution rates for RPS60, RPS65 and the CARE Scheme (as at 1 April 2021), and the maximum 'normal' contribution for the NRDC Scheme.

Pension Scheme/assumed contribution rate:		Railway Pension Scheme**				CARE (7.24%)		NRDC (4%)	
		RPS60 (9.36%)		RPS65 (7%)					
Example member	Pensionable salary	Annual NICs savings							
		You	Network Rail	You	Network Rail	You	Network Rail	You	Network Rail
Helen	£15,000	£84	£97	£83	£96	£130	£150	£72	£83
Darren	£20,000	£112	£130	£125	£144	£174	£200	£96	£110
Robert	£30,000	£223	£256	£209	£240	£260	£300	£144	£166
Kiran	£41,500	£351	£404	£305	£351	£361	£415	£199	£229
Jim*	£60,000	£93	£642	£77	£529	£87	£599	£48	£331

It's your choice

If you opted-out previously but now want to benefit from the SMART arrangement you need to complete an opt-in form and send it to payroll by email or post.

If you are already in SMART but for some reason you do not wish to continue to benefit from saving on your NICs you can choose to opt-out of SMART.

SMART forms are available from HR Shared Services.
Call 0161 880 1100 or email:
PayrollHelpdesk@networkrail.co.uk

RPS65 – Members do not have the option to opt-out of SMART voluntarily. However, Network Rail will take an RPS65 member out of SMART if it would adversely affect the member.

04 Absence and SMART

The following table provides a summary of what happens to your SMART status if you are away from the business on various types of leave:

Type of leave	Opted-out of SMART?	Re-entry to SMART?
Maternity Leave	You will be opted-out of SMART from the start of your maternity leave. You will receive maternity pay (including of Statutory Maternity Pay (SMP)) which will be calculated by reference to your headline pay . While you are opted-out of SMART you will pay pension contributions in the normal way.	You will be automatically re-entered into SMART when you return to work normally. The exceptions to this are: If you have completed a SMART opt-out form
Adoption leave and Paternity Leave	You will remain in SMART while you receive Occupational Adoption Pay or Occupational Paternity Pay. However, if you only receive Statutory Adoption Pay (SAP) or Statutory Paternity Pay (SPP) or Additional Paternity Pay (APP) you will be opted- out of SMART and pay your pension contributions in the normal way.	Your salary is below the Pay Protection Limit of £7,500 per annum for 2021/2022 tax year (see Jargon Buster on page 12)
Unpaid Leave	There are different types of unpaid leave. However, as you will not be able to take part in SMART, you will be opted out.	
Sickness Absence	You will remain in SMART while you receive Occupational Sick Pay. If you only receive Statutory Sick Pay (SSP) you will be opted-out of SMART and pay your pension contributions in the normal way.	Once you return to work, you will be re-entered into SMART from the start of the next period after you have completed 12 full working weeks.

Note: Any pension contribution arrears you may be required to pay, as a result of your period of absence during which you were not participating in SMART, will be deducted as normal contributions and not through SMART – even if you are in SMART.

05 Questions about State Benefits

Entitlement to some State benefits – such as contribution-based Jobseeker’s Allowance, Employment and Support Allowance (formerly Incapacity Benefit) and Bereavement Support Payment/ Allowance – is based on the amount of National Insurance Contributions that you have paid. If you earn more than the Primary Threshold (£9,568 2021/2022 tax year) on a regular basis your entitlement to these State benefits will not change under current State benefit rules. However, if SMART causes your contractual pay to fall below the Primary Threshold your entitlement to some benefits may be reduced.

If you are working fewer than 16 hours a week and are claiming Job Seeker’s Allowance, the reduction in your NICs may have an impact on the amount of your entitlement to this State benefit. You will need to decide whether this is an issue for you and whether or not you want to participate in SMART.

Tax Credits

Participating in SMART will not affect your entitlements to Working Tax Credit or Child Tax Credit (both part of the universal Credit). These benefits are based on taxable pay and your taxable pay figure is not affected by SMART. For more information, contact the government’s Tax Credits helpline on 0345 300 3900 or visit www.gov.uk

You can opt-in or opt-out of SMART by completing the relevant form available from HR Shared Services: Call 0330 855 1140 or email: PayrollHelpdesk@networkrail.co.uk

New State Pension

SMART will not affect the New State Pension for anyone earning more than the Lower Earnings Limit (LEL) each year as Network Rail operates a Pay Protection Limit (£7,500 in the 2021/2022 tax year) which is greater than the LEL and you will be automatically opted-out of SMART if your salary falls below this level.



06 Who can't take part in SMART?

SMART has been designed so that the vast majority of members of the three Network Rail pension schemes will benefit and see an increase in their take-home pay. However, there are some people who will see no impact and others who may not benefit.

Those who cannot participate in SMART

Members earning less than the Pay Protection Limit in a pay period (see Jargon Buster on page 12).

Members whose earnings would fall below the National Minimum Wage (NMW) after SMART.

Members who, at any time, are absent due to statutory leave and/or are receiving statutory payments only (e.g. maternity, sickness, adoption and paternity). Such members will be re-entered into SMART when they are eligible (see page 7).

Employees not in a Network Rail pension scheme.



Members who may not gain, or will not gain as much as others

Members of the Network Rail Defined Contribution Pension Scheme (NRDC) who choose 0% contributions. If you are required to pay minimum contributions (under the auto-enrolment requirements) or increase your normal contribution, you will participate in SMART and benefit immediately (provided you have not completed an opt-out form).

Members of the Network Rail Section of the Railways Pension Scheme who have reached 40 years' pensionable service and do not pay normal pension contributions.

Members paying married women's reduced rate NICs will see a smaller saving in their NICs but there should still be some saving.

Members who are over State Pension Age (SPA) no longer have to pay NICs and so will make no saving under SMART. However, the company will still make a saving as employer NICs continue to be payable after SPA.

Members who may lose out

Members who work fewer than 16 hours a week and are claiming Job Seekers' Allowance may find that this allowance is affected by SMART. You will need to decide whether this is an issue for you and whether or not you wish to participate in SMART. If you are in this category you will be included in SMART automatically unless you opt-out.

Members who cannot or decide not to take part in SMART (with the exception of members on RPS65 terms) will remain in their Network Rail pension scheme and their contributions will continue in the normal way.

Please note: that if you fall into one of the categories that cannot participate, you will be contacted individually. If you subsequently become eligible to participate in SMART you will be notified directly and entered from the next available pay period. In all situations you will not be entered into SMART when you become eligible if you have previously completed an opt-out form.



08 Jargon Buster

Primary Threshold

The point at which employees begin to pay National Insurance Contributions - £9,568 in the 2021/2022 tax year

Headline Pay

Your basic salary (excluding allowances such as overtime and shift pay) before the reduction for smart. Previously known as 'basic pay'.

HMRC

Her Majesty's Revenue and Customs, formerly called the Inland Revenue

Lower Earnings Limit (LEL)

The minimum Amount of earnings to accrue State Pension benefits - £6,240 in the 2021/2022 tax year

National Insurance Contributions (NICs)

The payment of Class 1 National Insurance by employees gives entitlement to a range of contributory State benefits, subject to meeting the qualifying conditions: Jobseekers' Allowance, Employer and Support Allowance, Maternity Benefit, state Pensions and Bereavement Benefits. Employers pay Class 1A National Insurance.

Pay Protection Limit (PPL)

Network Rail set this to minimise the impact of SMART on low earners to reduce the risk of affecting entitlement to certain State benefits (statutory sick pay and the basic State Pension). The PPL is 120% of the annual Lower Earnings Limit rounded up to the next £100. The PPL is £7,500 for the 2021/2022 tax year.

Pensionable Salary

The Salary used as a basis to calculate pension contributions due, and for the RPS and CARE schemes the benefits payable at retirement. The definition for each of Network Rail's pension schemes can be found in the scheme's 'Member's Guide' booklet. Your **pensionable salary** is your '**headline pay**' plus London or South East Allowance (if applicable) subject to any pensionable pay cap.

Upper Earnings Limit (UEL)

The ceiling for the main **National Insurance Contributions** rate. Earnings above the UEL (£50,270 for the 2021/2022 tax year) are subject to **NICs** at a lower rate (2%).

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