



Frequently Asked Questions for Automatic Enrolment and the Network Rail Pension Schemes

Q. What are my qualifying earnings?

- A. This is the amount of your gross pay between a lower and upper limit which is reviewed annually by the UK government. In 2024/2025 tax year this will be your gross pay between £6,240.00 and £50,270.00.

Q. What are my pensionable earnings?

- A. Your pensionable earnings are your basic pay plus London Allowance if you receive it.

Q. What is SMART?

- A. SMART is how your contributions are deducted from your salary and paid into your pension scheme. These are shown as a SMART deduction on your payslip to reflect the reduction in your contractual pay. The SMART contribution is added to your employer contribution before being paid into your Pension Scheme. The benefit to you of doing this is that it reduces the National Insurance Contributions that you and Network Rail will have to pay.

Q. What if I want to pay more into the pension.

- A. You can choose to pay up to 4% of your pensionable pay into your NRDC Pension with, Network Rail contributing up to a maximum of 7%. If you wish to change your contributions to get the maximum benefit of the Network Rail contribution, you will need to complete a NRDC 'Change of Contributions' form which can be found on www.myNRpension.co.uk

Q. What if I wish to pay more than the 4%?

- A. You can pay above the 4% through AVC's (additional voluntary contributions) into NRDC, and this can be done by completing an NRDC 'Change of Contributions' form available from www.myNRpension.co.uk. If you are considering paying over 5% of pensionable pay you may also wish to consider joining the Network Rail CARE Pension Scheme as an alternative.

Q. What benefit does the Network Rail CARE Pension Scheme provide?

- A. The CARE Pension Scheme is known as a defined benefit pension arrangement. Your pension at retirement is based upon your Pensionable Pay in each year of membership.

The current employee contribution rate is 7.24% of your pensionable pay each pay period and Network Rail currently contributes 10.86%. The pension you earn each year is calculated as 1/60th of your Pensionable Pay. Each year of pension that you earn is then increased until retirement by the increase in the Consumer Prices Index (CPI).



More information on the Network Rail CARE scheme can be found at www.myNRpension.co.uk. To join the Network Rail CARE Pension Scheme (providing you are under age 65) please contact the Network Rail Pensions Team at pensions@networkrail.co.uk.

Q. What does a contribution underpin mean?

- A. A Contribution Underpin is the term used for collecting the minimum pension contributions required by government legislation. Whilst you can elect to pay between 0 – 4% of your pensionable earnings, if the contribution amount you have elected does not meet the minimum requirement of 5% of qualifying earnings (3% employer), the difference will need to be collected to meet this minimum. This is taken by way of the contribution underpin.

Q. How can I opt out?

- A. To opt-out, of the NRDC, you have two options –

- 1) Opt-out of the NRDC fully
- 2) Opt-out of having to pay underpin contributions.

To do so you will need to request an opt-out form from the NRDC scheme administrators, Willis Towers Watson, via

Email: NetworkRailPensions@wtwco.com

Phone: 01737 230 487

The opt-out notice must be signed by you. Once you have completed it send it to: Network Rail, HRSS Payroll; Network Rail, Square One, 4 Travis Street, Manchester, M1 2NY or email it to NRSSPayrollProcessing@networkrail.co.uk

Any payments you have already made may be refunded, please contact the scheme administrator on the details above so they can confirm this.

Q. What if I just want to opt-out of the underpin?

- A. You can opt out of the underpin contributions only at any time. No contributions will be taken from your next pay; Network Rail will continue to pay 3% of your pensionable earnings, or higher if you have chosen a higher percentage. Please note to opt-out of the underpin you will need to contact the scheme administrator, Willis Towers Watson, as detailed above.

Q. If I opt-out of the scheme can I join at a later date?

- A. Yes, you can re-join or request that the underpin contributions should apply, as appropriate. To re-join the NRDC, contact Network Rail Pensions in writing by sending a letter, or you can attach the letter as a PDF and send this electronically, this has to be signed by you. The opt-



out notice must be signed by you (Or if sending it electronically, it has to contain the phrase "I confirm I personally submitted this notice to join a workplace pension scheme").

Q. If I opt-out, will I be enrolled at a later date again?

A. Anyone who opts out or stops making payments into a pension scheme will be automatically re-enrolled back into NRDC on the next scheme anniversary date being April 2025 (the next anniversary date thereafter is April 2028) and underpin contributions will apply.

Q. Where can I get further information?

A. If you have any questions about the Network Rail pension schemes, please contact the Network Rail Pensions Team by:

Email: pensions@networkrail.co.uk

Or visit: www.myNRpension.co.uk