

The Quastels LLP Pension and Investment Plan

At a glance



- 1** When you get paid, so does your pension. Each month, Quastels LLP will contribute 3% and you will contribute 5% of your qualifying earnings to the Plan. Qualifying earnings are set by the government each year and, for the 2026/27 tax year, are earnings between £520 and £4,189 per month (£6,240 and £50,270 per year).

It's worth paying in more if you can afford to. Try the [pension calculator](#) from Hargreaves Lansdown (HL), our new pension provider, to see how it all works. Remember that you can't normally access the money in your pension until age 55 (57 from 2028).

- 2** Using Salary Sacrifice. You can choose for your contributions to be made via [Salary Sacrifice](#). If you choose Salary Sacrifice, your contributions will be based on your Total Earnings rather than your Qualifying Earnings. This means you agree to give up part of your salary, and Quastels pays this amount into your pension for you. As a result, your pension contributions are made before tax and National Insurance are deducted.

The contribution Quastels pays into your pension remains 3% of your Qualifying Earnings, whether or not you choose Salary Sacrifice.

Salary Sacrifice offers two key benefits:

- No employee National Insurance is payable on your contributions. This means your contributions can cost you less without reducing the amount paid into the Plan.
- No income tax is payable on your contributions. This means you immediately save income tax up to the highest rate you pay, subject to HMRC limits, so there's no need to reclaim any further tax relief.

If you don't choose Salary Sacrifice, any pension contributions you make will be taken from your salary (after income tax and National Insurance is deducted).

Basic-rate tax relief is then automatically reclaimed within the pension. If you pay a higher rate of tax, you'd need to claim back any further tax relief from HMRC yourself.

Please note that the government has confirmed a new £2,000 cap on salary sacrifice which will come in from April 2029. This means that from then, both employer and employee National Insurance will be payable on contributions into your pension above £2,000 per year which are funded by salary sacrifice.

- 3** You've got more investment choice. The money paid into the pension is automatically invested in the [HL Growth Fund](#).

But you can choose your own investments if you prefer. Even if you're new to investing, there are plenty of guides and tools to help you get started. You'll find them on the pension website.

All investments, including the default fund, will go up and down in value over time. So, you may get back less than you put in.

- 4** Other ways to save for the future: As well as a pension, if you're comfortable choosing your own investments, you'll also have access to a Stocks and Shares ISA and a Fund and Share Account.

Unlike a pension, you can access the money from these accounts at any time. So you'll be able to invest for other financial goals alongside your pension. But remember that investments should be held for the long term — usually five years or more.

- 5** You can keep your pensions together. Having everything in one place makes it easier to keep an eye on your retirement savings. You'll be able to transfer in your old workplace pension if you want to. It's worth thinking about transferring in any private or old work pensions too.

Remember to check you won't lose any valuable guarantees or incur exit charges before transferring. Pensions are usually transferred as cash, so you'll miss any market rises or falls for a period.

- 6** New easy-to-use website. New easy-to-use website. You'll find everything you need to know about your new pension on our pension [website](#).

There are handy guides and tools to help you be smarter with your money too as well as a free smartphone app.

Important notes: HL provides information to help you make your own informed decisions, but it's not personal advice. If you're not sure whether a product or investment is right for you, ask about financial advice.

Helpdesk:

 0117 314 1795  invest@hl.co.uk