

Salary exchange in **action**

See how salary exchange can boost your employees' take-home pay



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Explore the example payslips

Use the links below to jump to examples based on different contribution methods.

5% of basic salary

- Based on total basic salary
- Employee gives up 5%, employer contributes 3%

Examples:

[£25,000](#) | [£30,000](#) | [£40,000](#)

8% of basic salary

- Based on total basic salary
- Employee gives up 8%, employer contributes 3%

Examples:

[£25,000](#) | [£30,000](#) | [£40,000](#)

5% of qualifying earnings

- Based on earnings between lower and upper thresholds
- Employee gives up 5%, employer contributes 3%

Examples:

[£25,000](#) | [£30,000](#) | [£40,000](#)



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5% of basic salary



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Salary exchange in action

5% contribution based on basic salary

As normal

Basic Rate	2083.33	PAYE Tax	186.33
		National Insurance	82.87
		EE Pension	104.17
		ER Pension	62.50
Total Payments	2083.33	Total Deductions	373.37

Net Pay 1709.97

Example: Emma

Age: 29

Salary: £25,000

Annual pension contribution:
£1,250*

With Salary Exchange

Basic Rate	2083.33	PAYE Tax	186.33
Salary Sacrifice	-104.17	National Insurance	74.53
		ER Pension	62.50
Total Payments	1979.17	Total Deductions	260.87

Net Pay 1718.30

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Salary exchange in action

5% contribution based on basic salary

As normal

Basic Rate	2500.00	PAYE Tax	265.50
		National Insurance	116.20
		EE Pension	125.00
		ER Pension	75.00
Total Payments	2500.00	Total Deductions	506.70

Net Pay 1993.30

Example: Emma

Age: 29

Salary: £30,000

Annual pension contribution:
£1,500*

With Salary Exchange

Basic Rate	2500.00	PAYE Tax	265.50
Salary Sacrifice	-125.00	National Insurance	106.20
		ER Pension	75.00
Total Payments	2375.00	Total Deductions	371.70

Net Pay 2003.30

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Salary exchange in action

5% contribution based on basic salary

As normal

Basic Rate	3333.33	PAYE Tax	423.83
		National Insurance	182.87
		EE Pension	166.67
		ER Pension	100.00
Total Payments	3333.33	Total Deductions	773.37

Net Pay 2559.97

Example: Emma

Age: 29

Salary: £40,000

Annual pension contribution:
£2,000*

With Salary Exchange

Basic Rate	3333.33	PAYE Tax	423.83
Salary Sacrifice	-166.67	National Insurance	169.53
		ER Pension	100.00
Total Payments	3166.67	Total Deductions	593.37

Net Pay 2573.30

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8% of basic salary



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Salary exchange in action

8% contribution based on basic salary

As normal

Basic Rate	2083.33	PAYE Tax	173.83
		National Insurance	82.87
		EE Pension	166.67
		ER Pension	62.50
Total Payments	2083.33	Total Deductions	423.37

Net Pay 1659.97

Example: Emma

Age: 29

Salary: £25,000

Annual pension contribution:
£2,000*

With Salary Exchange

Basic Rate	2083.33	PAYE Tax	173.83
Salary Sacrifice	-166.67	National Insurance	69.53
		ER Pension	62.50
Total Payments	1916.67	Total Deductions	243.37

Net Pay 1673.30

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Salary exchange in action

8% contribution based on basic salary

As normal

Basic Rate	2500.00	PAYE Tax	250.50
		National Insurance	116.20
		EE Pension	200.00
		ER Pension	75.00
Total Payments	2500.00	Total Deductions	566.70

Net Pay 1933.30

Example: Emma

Age: 29

Salary: £30,000

Annual pension contribution:
£2,400*

With Salary Exchange

Basic Rate	2500.00	PAYE Tax	250.50
Salary Sacrifice	-200.00	National Insurance	100.20
		ER Pension	75.00
Total Payments	2300.00	Total Deductions	350.70

Net Pay 1949.30

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Salary exchange in action

8% contribution based on basic salary

As normal

Basic Rate	3333.33	PAYE Tax	403.83
		National Insurance	182.87
		EE Pension	266.67
		ER Pension	100.00
Total Payments	3333.33	Total Deductions	853.37

Net Pay 2479.97

Example: Emma

Age: 29

Salary: £40,000

Annual pension contribution:
£3,200*

With Salary Exchange

Basic Rate	3333.33	PAYE Tax	403.83
Salary Sacrifice	-266.67	National Insurance	161.53
		ER Pension	100.00
Total Payments	3066.67	Total Deductions	565.37

Net Pay 2501.30

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5% of qualifying earnings



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Salary exchange in action

5% contribution based on qualifying earnings

As normal

Basic Rate	2083.33	PAYE Tax	191.53
		National Insurance	82.87
		EE Pension	78.17
		ER Pension	46.90
Total Payments	2083.33	Total Deductions	352.57

Net Pay 1730.77

Example: Emma

Age: 29

Salary: £25,000

Annual pension contribution:
£938*

With Salary Exchange

Basic Rate	2083.33	PAYE Tax	191.53
Salary Sacrifice	-78.17	National Insurance	76.61
		ER Pension	46.90
Total Payments	2005.17	Total Deductions	268.15

Net Pay 1737.02

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Salary exchange in action

5% contribution based on qualifying earnings

As normal

Basic Rate	2500.00	PAYE Tax	270.70
		National Insurance	116.20
		EE Pension	99.00
		ER Pension	59.40
Total Payments	2500.00	Total Deductions	485.90

Net Pay 2014.10

Example: Emma

Age: 29

Salary: £30,000

Annual pension contribution:
£1,188*

With Salary Exchange

Basic Rate	2500.00	PAYE Tax	270.70
Salary Sacrifice	-99.00	National Insurance	108.28
		ER Pension	59.40
Total Payments	2401.00	Total Deductions	378.98

Net Pay 2022.02

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Salary exchange in action

5% contribution based on qualifying earnings

As normal

Basic Rate	3333.33	PAYE Tax	429.03
		National Insurance	182.87
		EE Pension	140.67
		ER Pension	84.40
Total Payments	3333.33	Total Deductions	752.57
		Net Pay	2580.77

Example: Emma

Age: 29

Salary: £40,000

Annual pension contribution:
£1,688*

With Salary Exchange

Basic Rate	3333.33	PAYE Tax	429.03
Salary Sacrifice	-140.67	National Insurance	171.61
		ER Pension	84.40
Total Payments	3192.67	Total Deductions	600.65
		Net Pay	2592.02

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