

Mintago

Salary Sacrifice 101

Lunch and learn



James Justice

Independent
Financial
Adviser



Jamie Lyons

Employee
Benefits Expert



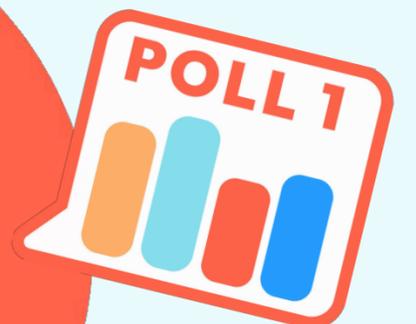
Sharon Ringer

Payroll and
Pensions Expert



What is **Salary Sacrifice?**

- ▶ Employees exchange part of their pre-tax salary for a non-cash benefit
- ▶ Savings for employees **and** employers
- ▶ Government backed



Employee *benefits*

80% of higher-rate taxpayers don't claim back the additional **20%** relief at source from their pensions



Stretch
pay



Lots of choice



Build bigger
pensions



Simplify
tax relief



Spread
the cost

Employer benefits

28% of employees saying that financial concerns have affected the ability to do their jobs



Employer NIC savings



Attract and retain talent



Increase wellbeing



Offer competitive benefits



Autumn Budget 2025

What's changed?



- ▶ New cap on Pension Salary Sacrifice savings from April 2029
- ▶ Only the first £2,000 of contributions per year will be exempt from National Insurance
- ▶ Still lots of savings to be made – even beyond 2029
- ▶ Other salary sacrifice schemes are unaffected

Mintago's Salary Sacrifice benefits

*More choice for
your employees*



Electric Vehicles



Tech & mobile



Travel



Childcare

Employer savings



Pensions

Employer savings



Cycle2Work

Employer savings

It all depends on tax

Band	Taxable income	Tax rate	National Insurance rate
Personal allowance	Up to £12,570	0%	0%
Basic rate	£12,571 to £50,270	20%	8%
Higher rate	£50,271 to £125,140	40%	2%
Additional rate	over £125,140	45%	2%



Anya

Tax band: Basic Rate
Salary: **£35,000** = £2,917/mth

How it looks on a payslip:

	WITHOUT CHILDCARE SALARY SCRIFICE	WITH CHILDCARE SALARY SCRIFICE
Childcare Salary Sacrifice	£0	-£400
Monthly Gross Salary	£2,917	£2,517
Income Tax	-£374	-£294
National Insurance (NI)	-£150	-£118
Net Pay	£2,393	£2,105
Childcare Costs	-£400	sorted
Take-Home Income	£1,993	£2,105

Monthly Savings: £112

£1,344
annual savings!

Equivalent of 5.3% pay increase

Avg. childcare costs England
£12000

This is what employers are doing with *their* National Insurance savings

33%

Give all of the employer NI savings back to their employees

27%

Share some of the employer NI savings with employees

21%

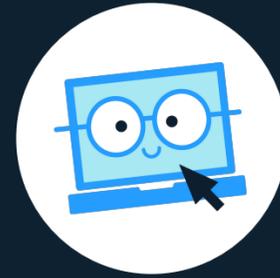
Keep the employer NI savings within the business

15%

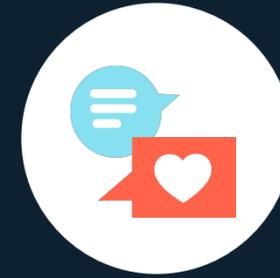
Use the employer NI savings to fund other benefits

Why choose Mintago?

Mintago



One platform



Unrivalled
support



Fast setup



Comprehensive
benefits



SME pricing



Low admin

Benefits for all pay bands and every life moment

Comprehensive salary sacrifice



Childcare



Cycling



EVs



Pensions



Tech



Travel

PLUS



Financial advice



Pension dashboard



Health and wellbeing



Family support



Retail savings



Thank you for watching

Want to know what you're actually leaving on the table?

Book a call with one of our benefits experts - we'll calculate your savings, for your business and people.



For financial advice:



Email
info.jwm@sjpp.co.uk