

Bangor Benefits for Pensions – BUPAS FAQ

These Frequently Asked Questions, explain how Bangor Benefits for Pensions and Salary Exchange works and aims to answer any questions you may have. Please note that all amounts shown are subject to future changes

15,000	166.50
20,000	222
25,000	277.50
30,000	333
35,000	388.50
40,000	444

*These savings are illustrative and will vary in line with changes to NI Rates.

NIC savings are smaller for higher earners because the rate at which NIC is paid reduces from 12% to 2% for earnings over the NIC Upper Earnings Limit

[How will this affect my pay?](#)

From 1 June 2009 Bangor Benefits for Pensions operated on the basis that all normal contributions are paid by the University. Your

If you do not have fixed hours you will not be automatically enrolled into Bangor Benefits for Pensions. If you wish to take part in Bangor Benefits for Pensions then you should contact the HR department on 01248 38 2058 or email benefits@bangor.ac.uk.

The qualification rules for Adoption Leave and Adoption Pay are complex. If you are considering, or going through an adoption placement, please contact the HR department on 01248 383865 or email benefits@bangor.ac.uk for further advice. However, it is the University's intention that you will be no worse off as a result of participating in Bangor Benefits for Pensions.

[What about if I am asking for a reference for a mortgage or a loan?](#)

We will advise lenders of the amount of your Base Salary, which is your pay before any reduction under Bangor Benefits for Pensions or any other Salary Exchange schemes and your Adjusted Salary, after any reductions for Bangor Benefits for Pensions or other Salary Exchange arrangements. This means that Bangor Benefits for Pensions should not adversely impact on your ability to qualify for a mortgage or other loan.

[What happens to my pension if I cease employment with the University and leave BUPAS?](#)

If you cease employment with the University and leave BUPAS after more than two years, there will be no change. You will have the choice of a deferred pension or a transfer value of your deferred benefits.

Currently, if you leave after more than three months

If you decide to participate in Bangor Benefits for Pensions you should notify the CSA of the change in your net income immediately. Contact details for the CSA and further details can be obtained from the CSA's website at www.csa.gov.uk.

[Will my student loan repayments be affected?](#)

If you are repaying a student loan taken out with the Student Loans Company, your

