



Nest webinar

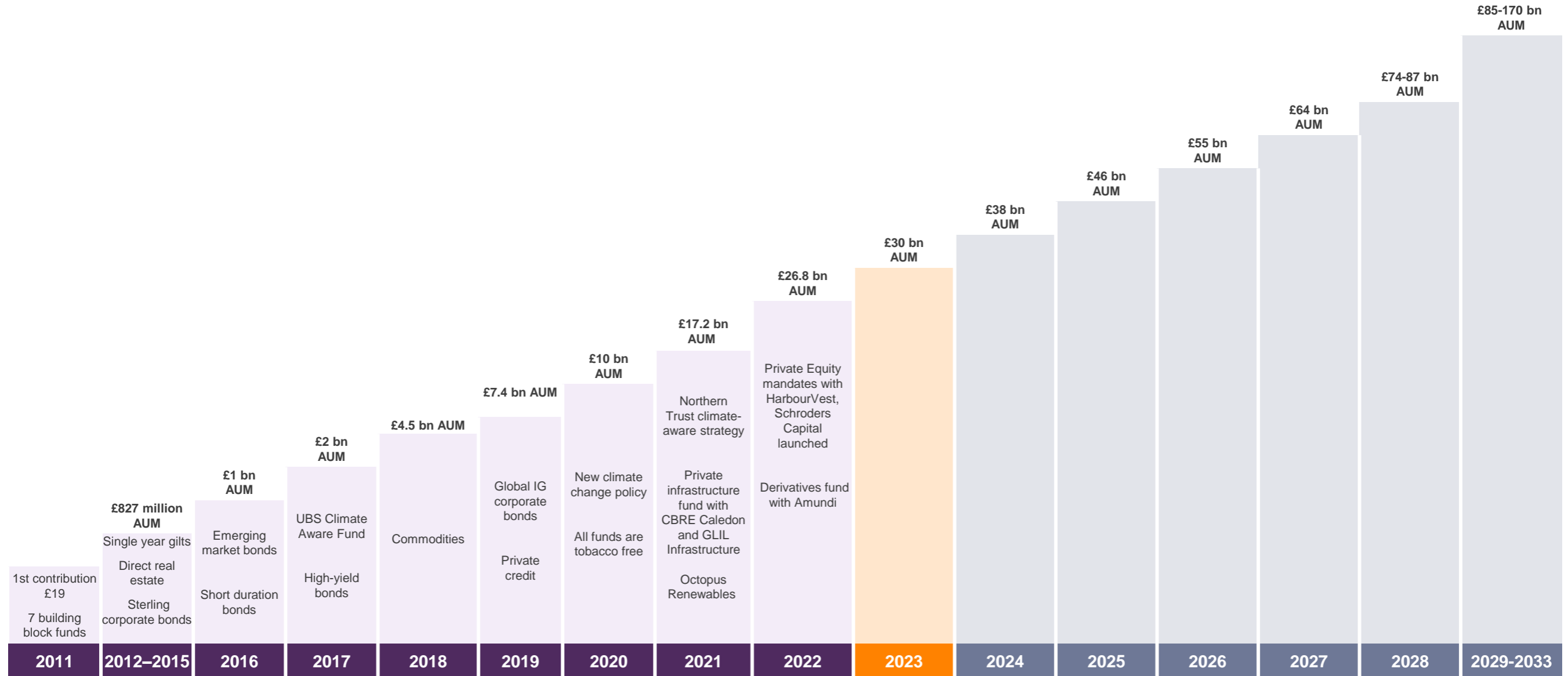
Helping you to support your workforce



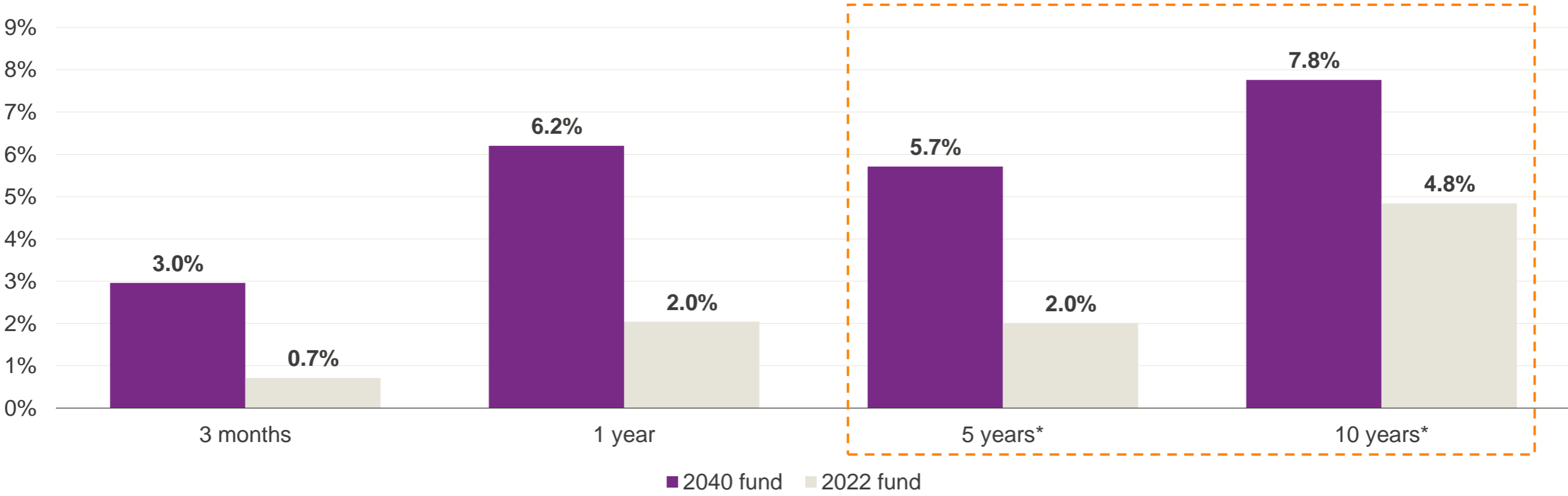
Investment update

Elizabeth Fernando – Chief Investment Officer

Nest's Investment Journey



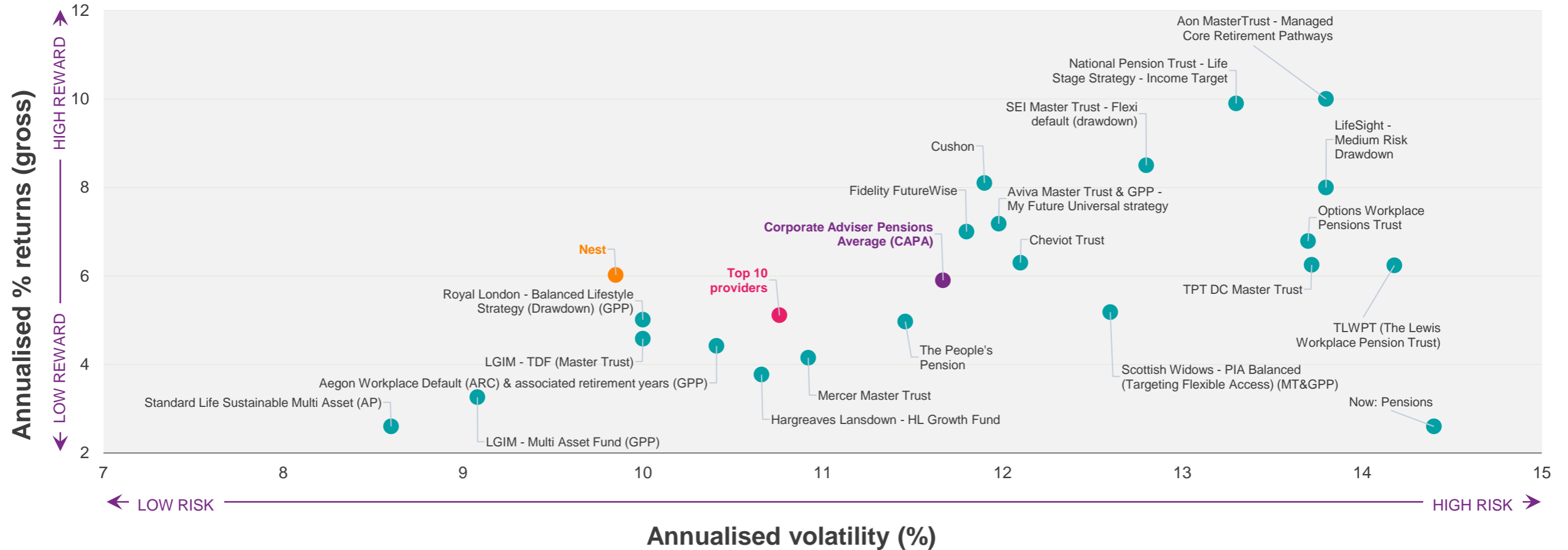
It's long-term performance that members should focus on



* Annualised returns data as at 30/06/2023. Figures are net of Nest's annual management charge and transaction costs but not contribution charges.

Nest's investment performance within the market

We are achieving returns above market average and doing so at significantly lower levels of investment risk.



Source: Corporate Adviser Pensions Average (CAPA) data showing five year annualised gross returns and levels of risk for the main default fund(s) of each provider for the asset mix for a member 30 years from retirement age. Data as at 30/06/23.

What's happened so far in 2023?

Global economic growth remains resilient



Headline inflation falling but core inflation sticky



Bank failures



Markets remained volatile



Current economic climate



Inflation is (finally) falling but higher interest rates take time to impact the economy – have central banks tightened too much, not enough or got it just right?

Path to target inflation remains long and bumpy – the question now is whether it will reach 2%

How will central banks react to falling growth if inflation isn't at 2%?

Looking ahead

What do the rest of 2023 and 2024 hold?

Credit conditions have tightened to levels consistent with deep recessions:

Can recessions be avoided? If not will they be short and shallow, or long and deep?



Equity markets in 2023 have risen by over 15% despite corporate profits falling – can they remain resilient if we enter a downturn?



Bond yields have risen to levels last seen in the Global Financial Crisis. If safe bonds have attractive guaranteed returns, how much additional return do you need to buy a risky bond which might default?



Looking further ahead

Tech & AI

Is AI hype or will it usher in a new era of higher productivity?

China

Will the current property crisis turn into a lost decade as we saw in Japan?

Policy change

What is the “neutral” rate of interest rates: 0% as we saw 2009-2021 or 3-5% as we saw 1992-2009?

Government

Fiscal incentives and regulation are being used to encourage action on climate change but what are the unintended consequences?

Helping you to support your workforce using resources from the Money and Pensions Service and MoneyHelper



Jenny Wright
Regional Partnerships Manager

October 2023



What is MoneyHelper?

MoneyHelper is the consumer brand from the Money & Pensions Service (MaPS) to help people make the most of their money and pensions. Launched in June 2021, we've brought three legacy consumer brands into one (Money Advice Service, The Pensions Advisory Service and Pension Wise).

MoneyHelper delivers clear guidance straight through our digital channels and consumer helplines.

We signpost people with money troubles to the debt help they need provided by our trusted debt advice partners.

We also support organisations like yours to help everyone make the most of their money and pensions.

Money Helper

A service from

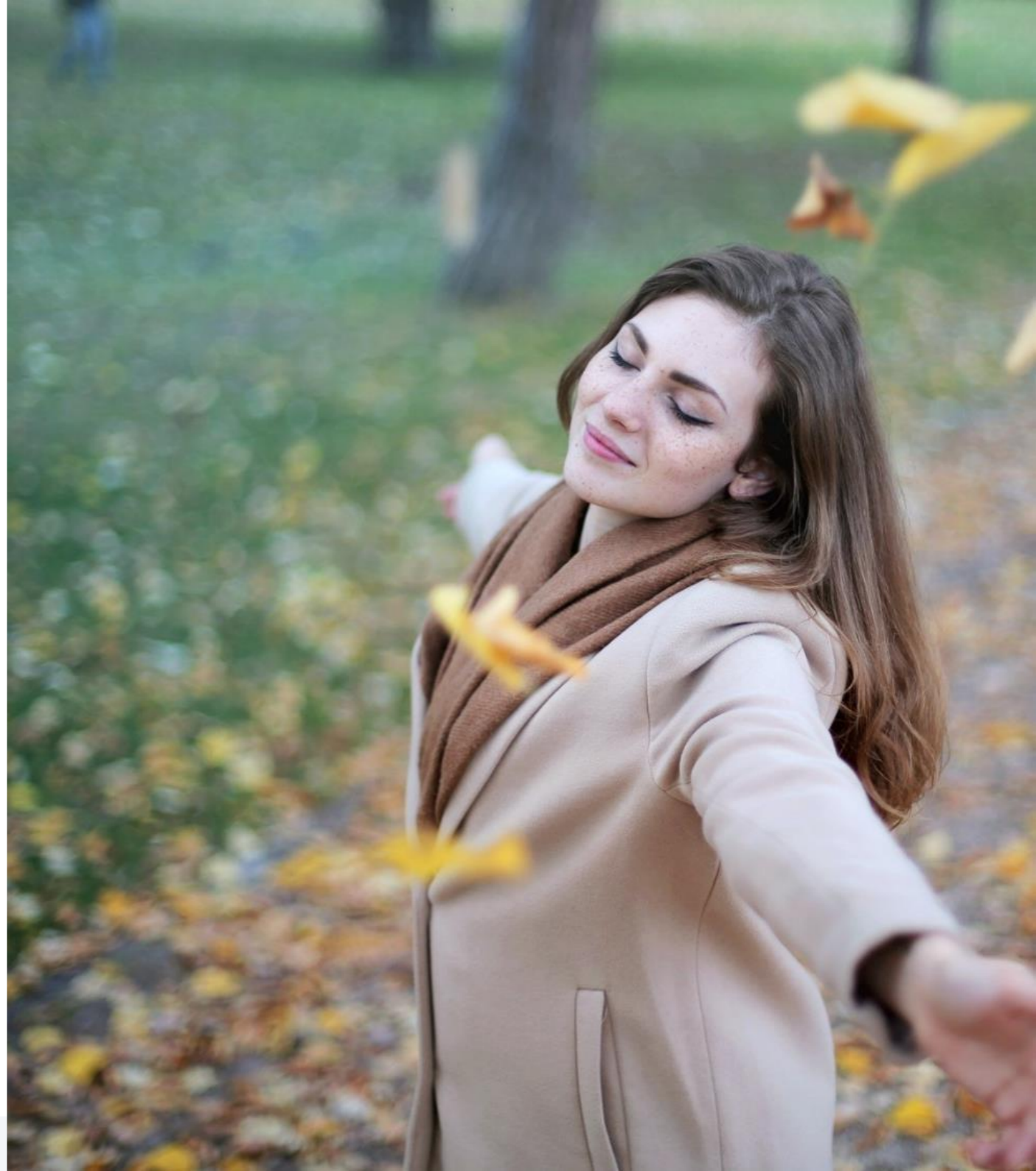


- Free, impartial and all in one place
- Easy to use
- Backed by the government
- A signpost to trusted services for specialist support

Financial Wellbeing

... is about feeling secure and in control. It is knowing that you can pay the bills today, can deal with the unexpected, and are on track for a healthy financial future.

In short, confident and empowered



Money dominates the news



Bank of England could be forced to raise interest rates again, says policymaker

Inflation could become entrenched as Covid, energy shock and Brexit hit economy, says Catherine Mann



The Telegraph

Business

Pandemic savings evaporate as cost-of-living crisis intensifies

Monthly spending on essentials costs £145 more since the start of the year

By Eir Nolsoe
26 Sep 2022 06:00:00

The cost-of-living crisis is whittling away pandemic savings, with monthly spending on essentials costing £145 more on average since the beginning of the year.

Nest

Rishi Sunak urged to 'act decisively' as thousands more people turn to food banks



rcels were



NEWS... BUT NOT AS YOU KNOW IT

- NEWS
- WORLD CUP
- SPORT
- ENTERTAINMENT
- SOAPS
- LIFESTYLE
- VIDEO
- PLATFORM
- MORE

- LONDON
- UK
- US
- WORLD
- COST OF LIVING
- ROYAL FAMILY
- RUSSIA-UKRAINE
- WEIRD
- TECH

Advertisement



What does the highest interest rate hike in 30 years mean for your money? From mortgages to the weekly shop

The coming months will be difficult for many households.



UK'S COST-OF-LIVING CRISIS

- Energy bills soar by £700 from TODAY
- Websites in meltdown as punters panic
- Mad Vlad threatens to cut supplies

NEW COST-OF-LIVING HIKE HITS
FOOD PRICES TO SOAR BY 5%
Tesco chief in grim groceries warning and he fears 'worst is yet to come'



NEWS

- Home
- Cost of Living
- War in Ukraine
- Coronavirus
- Climate
- UK
- World
- Business

- England
- Local News
- Regions

'Childcare costs are pricing me out of the job market'

15 February





Of the UK population today:

22%

have less than
£100 in savings
to fall back on

17%

often borrow to buy
food or pay for bills

52%

do not have a plan
for their finances
in retirement

What we cover

Benefits Everyday money Family & care Homes Money troubles Pensions & retirement Savings Work

For free guidance you can trust, we can help.

- > Benefits
- > Family & care
- > Money troubles
- > Savings
- > Everyday money
- > Homes
- > Pensions & retirement
- > Work



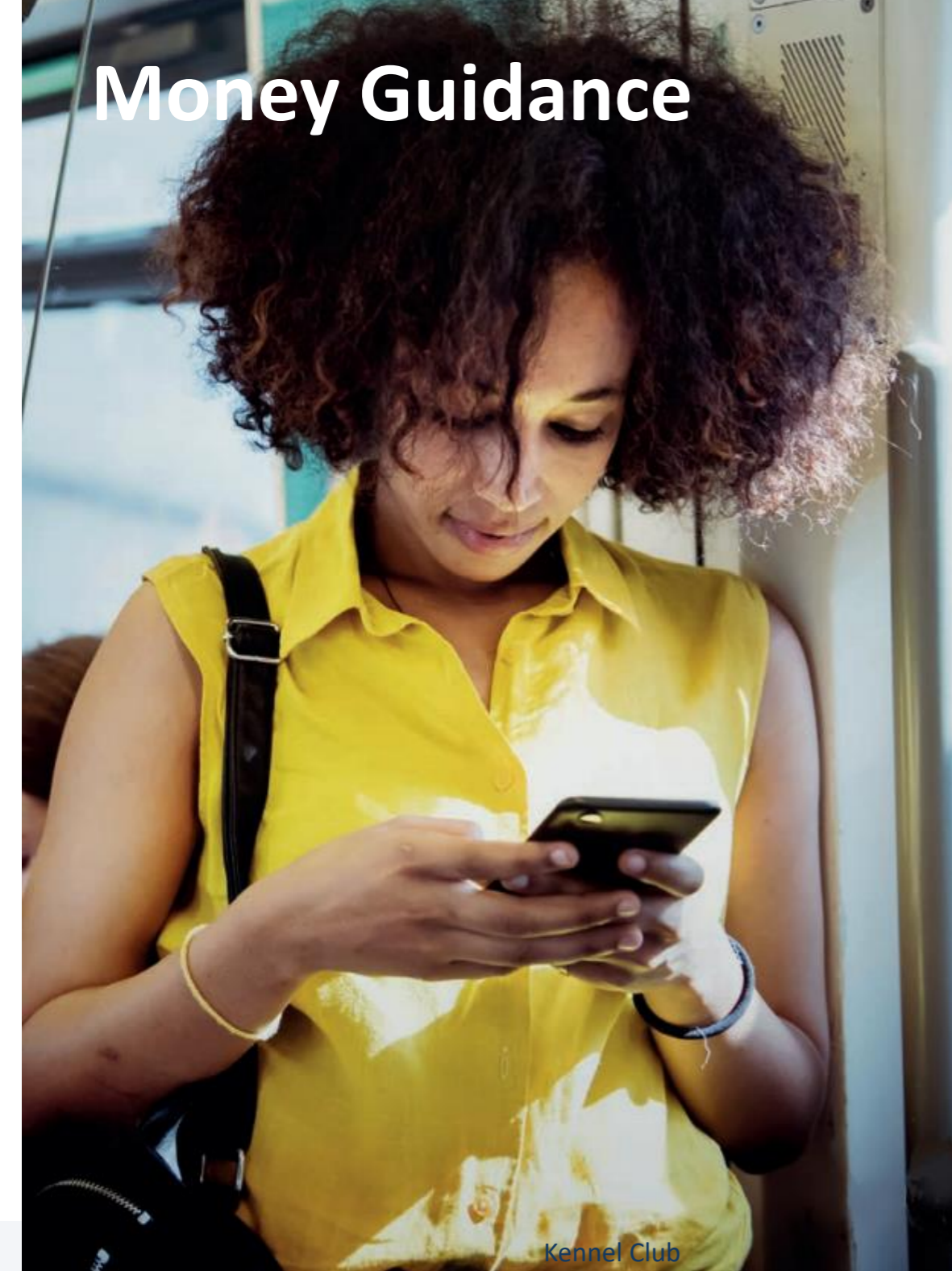
Talk to us live



HM Government

<https://www.moneyhelper.org.uk/en>

Money Guidance



Talk to us live for money guidance using the telephone

 [0800 138 7777*](tel:08001387777)

Welsh: [0800 138 0555*](tel:08001380555)

Typetalk: [18001 0800 915 4622*](tel:1800108009154622)

From overseas: [+44 20 3553 2279](tel:+442035532279)

Hours

Mon – Fri: **8.00am – 6.00pm**

Sat, Sun and
bank holidays: **Closed**

* Calls are free. We're committed to providing you with a quality service, so calls may be recorded or monitored for training purposes and to help us develop our services.

Talk to us live for money guidance using WhatsApp

 [+44 77 0134 2744](tel:+447701342744)

Download app: [WhatsApp](#)

For help sorting out your debts, credit questions or pensions guidance. For everything else please contact us via Webchat or Telephone.



Talk to us live for money guidance using web chat

 [Start web chat](#)

Hours

Mon – Fri: **8.00am – 6.00pm**

Sat: **8.00am – 3.00pm**

Sun and bank
holidays: **Closed**

Money Troubles



Money troubles

If you're having problems with debts, need to make a complaint about a financial service or are worried about being scammed, this section will help you.



Managing your money in uncertain times

Budgeting, paying bills, finding extra financial support, coping with job loss.



Dealing with debt

Bills, court fines, help with debts.



Money problems and complaints

What to do about mis-selling, compensation and complaints.



Talk to
us live



Scams

Spotting scams and what to do if you're caught out.



Midlife MOT

The Midlife MOT is a tool to help you assess your current financial situation. Your personalised report will tell you what to prioritise and link to guidance from midlife through to retirement.

You can use this tool to:

- **identify actions to improve your finances**, according to your priorities

<https://www.moneyhelper.org.uk/en/everyday-money/midlife-mot>

Pensions and retirement



Cymraeg

- Benefits
- Everyday money
- Family & care
- Homes
- Money troubles
- Pensions & retirement**
- Savings
- Work

> Auto enrolment

Introduction, how it works, all about contributions

> Building your retirement pot

How much do you need, ways to build your pot, transferring and merging

> Pension problems

Complaints, financial help when retired, changes to schemes

> Pensions basics

Starting a pension, types of pension, understanding pensions

> State Pension

How it works, what you might get, National Insurance

> Taking your pension

Ways to draw your pension, when can you retire, Pension Wise appointments

> Tax and pensions

Tax allowances, tax paid on pensions, tax relief

> Pensions & retirement

All guidance, including how to use the Pension Wise service

✕ Close

Tools

Appointment

> Book a Pension Wise appointment

Calculator

> Pensions calculator

Calculator

> Workplace pension contribution calculator

ALL TOOLS



Talk to us live



HM Government

What we offer

Financial Wellbeing in the Workplace

The Essential Guide for Employers

What is financial wellbeing?	3
Why is financial wellbeing important to your organisation?	4
What's in it for me as an employer and for my employees?	5
Seven simple steps to support your workforce	7
1 Use good signposting and education to help build confidence and resilience	8
2 Use financial products to help build employee financial wellbeing	10
3 Assess what you already offer	11
4 Design your financial wellbeing approach	12
5 Target key moments and make support accessible	13
6 Decide if you need to use external providers	14
7 Don't forget to test and learn	18
Unsure where to start?	19

What we offer

We offer a range of **free and impartial products and services** to help you support your employees and customers:



Library of
online articles
and videos



Printed guides
for you to share
with your staff
and audiences



A suite of
guidance,
tools and
calculators



Free pensions
support incl.
bespoke
appointments



Join one or
more of our
programmes



Customer
guidance and
support via
phone and web



Our content
syndicated on
your internal
& external
channels



MaPS speakers
/ reps at your
staff events

Supported by a dedicated local regional/partnerships manager

Talk Money Week 2023: Our plans for 2023 #DoOneThing



The graphic features a dark blue background on the left with the 'talk money' logo in white. Below the logo, the dates '6-10 November 2023' are written in white. On the right, there is a photograph of a woman with short dark hair, wearing a red polka-dot top, sitting at a table and talking to another person. Below this is another photograph of a woman with curly hair, wearing a black blazer, speaking into a microphone at a conference. To the right of the second photograph, there is text about the 'Talk Money at the Money Guiders Conference 2023', including a description of the event and a 'Register here' button.

talk money[®]

6-10 November 2023

Money Helper

Talk Money at the Money Guiders Conference 2023

Free to attend and open to all, the Money Guiders Conference sees people who give money guidance in their day-to-day roles come together to learn, and share knowledge and good practice.

In other words, to learn how to have better conversations about all aspects of money with the people they support.

Led by expert guest speakers, the conference brings money guidance learning to life, so you can confidently apply it in your role and try out new ideas. You'll also meet others facing similar challenges, to find solutions together.

[Register here](#) to attend

Learn more about **Money Guiders**

This year, activities include:

- Participation pack
- Campaigns across the MoneyHelper and MaPS social media channels
- Media stories
- Content on external website and vice versa
- Live events including Children & Young People webinars
- Money Guiders Conference
- <https://maps.org.uk/en/our-work/talk-money-week>



Join the conversation at #TalkMoney

Thanks for listening

Contact MaPS: Partners@maps.org.uk

Pensions guidance: 0800 0113797

Money guidance: 0800 1387777

More information can be found at:

<https://maps.org.uk/financial-wellbeing-in-the-workplace/contact-our-partnerships-team/>





Salary sacrifice – what it is, and does it work for you?

John Hale - Head of Technical Account Management

What is it?

- › Employees give up part of their salary (i.e., the amount they would normally pay as a personal contribution)
- › You use that to pay their pension contributions

Why?

- › As salary is reduced the employee pays less tax and National Insurance
- › Employer also saves on their National Insurance contributions



National Insurance rates

2023/24 (Class A)

Employees:

12% on earnings above Primary Threshold to Upper Earnings Limit (i.e. £12,570 p.a. to £50,270 p.a.)

2% on earnings in excess of £50,270 p.a.

Employers:

13.8% on earnings in excess of £9,100 p.a. (secondary threshold)

Savings

National Insurance

Assume employee is paying 5% of Qualifying earnings

Employer saves:

- › If earning £23,000 = £115.56 per annum saving
- › If earning £25,000 = £129.48 per annum saving
- › If earning £27,000 = £143.28 per annum saving



Does it work for you?

Cannot include an employee if the sacrifice takes the employee below the National Minimum Wage

Reducing salary may affect the employee's entitlement to state benefits or their ability to take out a mortgage or loan etc.

You should also think about other employer provided benefits – e.g. life assurance where it is a multiple of salary

Practical considerations

- › Does your payroll cope with salary sacrifice?
- › Employer may need to change contracts of employment
- › Dealing with those who don't qualify for, or don't want to use, salary sacrifice
- › Additional payments by employees, salary sacrifice or not?
- › Will the employer use their National Insurance saving for the benefit of employees – e.g. increased pension contributions?

Salary sacrifice contributions are deemed employer contributions, therefore when submitting contributions to Nest all contributions for these employees must go in the employer contribution field

Links

Nest

How to set up salary sacrifice [Salary sacrifice | Nest pensions](#)

General information [Salary sacrifice \(nestpensions.org.uk\)](#)

HMRC

[Salary sacrifice for employers - GOV.UK \(www.gov.uk\)](#)

Money & Pensions Service – MoneyHelper

[Salary sacrifice and your pension | MoneyHelper](#)



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