

Annual Allowance Factsheet

What is the Annual Allowance?

The **Annual Allowance** is a limit set by the Government on the amount of pension savings that an individual can make **tax free** into any registered pension schemes that he or she is a member of in each tax year. There is also a reduced Annual Allowance for high earners from 6 April 2016 and a 'money purchase' Annual Allowance.

Tax year	Standard Annual Allowance
2010/11	£255,000
2011/12	£50,000
2012/13	£50,000
2013/14	£50,000
2014/15	£40,000
2015/16	£40,000*
2016/17 to 2022/23	£40,000
2023/24 onwards	£60,000

*The 2015/16 tax year was split into two 'mini tax years'. In practice, individuals had a new £40,000 Annual Allowance for the period 9 July 2015 – 5 April 2016, in addition to their pension savings from 6 April 2015 – 8 July 2015.

Tapered Annual Allowance for High Earners

There is a tapered Annual Allowance for high earners**.

From 6 April 2023 for every £2 of income over £260,000, the £60,000 Annual Allowance will reduce by £1, down to a minimum of £10,000 (for incomes of £360,000 or more)***. See further below.

**those with incomes (including employee and employer pension contributions) above £260,000.

*** Between 6 April 2016 and 5 April 2020 the tapered Annual Allowance reduced to a minimum of £10,000 for income over £210,000. Between 6 April 2020 and 5 April 2023 the tapered Annual Allowance reduced to a minimum of £4,000 for income over £312,000.

Money Purchase Annual Allowance

2016/17: £10,000 **2017/18 to 2022/23:** £4,000 **2023/24 onwards:** £10,000

Individuals who 'flexibly access' money purchase benefits are subject to a £10,000 allowance for future money purchase savings (leaving £50,000 towards defined benefit savings if the £10,000 is used). Flexible access is triggered in a number of scenarios, including taking your AVC, 100+ Retirement Account or SBS as a cash lump sum known as an UFPLS (see further below).

The Annual Allowance is measured over a twelve month period known as the **pensions input period**, and this period is usually set by the trustees of the pension scheme. The pensions input period for the Leonardo Electronics Pension Scheme is **6 April – 5 April**.

The amount of pension savings an individual makes is based on the value of the benefits built up in a Defined Benefit scheme and the amount of contributions paid into a Defined Contribution/Cash Balance scheme (including AVCs and SBS) during the pension input period. The amount of savings in each pension input period is known as the **pension input amount**.

The total amount of pension savings in a tax year is determined by adding together the pension input amounts for all registered pension schemes you are in during that tax year.

How is the pension input amount worked out?

For **defined benefit arrangements**, i.e. your **Leonardo Electronics pension**, the pension input amount is calculated as:

$$16 \times \left(\begin{array}{|l} \text{Your benefits valued on the} \\ \text{last day of the pension input} \\ \text{period} \end{array} \right) \text{ less } \left(\begin{array}{|l} \text{Your benefits valued on the first day} \\ \text{of the pension input period, uplifted} \\ \text{by the annual increase in Consumer} \\ \text{Prices Index (CPI)*} \end{array} \right)$$

* The annual increase in CPI will be measured against the rate of increase in the previous September.

For **defined contribution/cash balance** arrangements, i.e. your **AVCs, SBS and 100+ Retirement Account**, the calculation of the pension input amount is the total contributions paid (by the employer and member) into the arrangement during the pension input period.

If you have defined benefit and defined contribution/cash balance benefits, the value of each is worked out and then added together. Similarly, if you are accruing benefits in more than one scheme, the amounts for each scheme should be worked out and then added together.

What happens if my pension savings exceed the Annual Allowance?

If your pension savings in all schemes exceed the **Annual Allowance** in a tax year, you can look at the last three tax years to see if there is any unused Annual Allowance that can be carried forward into the current tax year.

If the amount of your pension savings is **less than** the combined total of the Annual Allowance and the amount of unused Annual Allowance in the last three tax years, **no further action is required**.

If the amount of your pension savings **exceeds** the combined total, the amount that exceeds the combined total is **subject to an Annual Allowance charge**.

The Annual Allowance charge is payable at the actual rate of tax that you pay under PAYE. If you think you are affected, please contact the Scheme administrator, XPS, to discuss your options.

How do I know if this will affect me?

Your **annual benefit statement** provides you with an estimate of the Annual Allowance you have used with your Leonardo Electronics benefits each year, based on the standard Annual Allowance amount. The Scheme Administrator, XPS does not have access to details of any other pension savings you have made, or the total income you receive, and it is **your responsibility** to ensure that if you exceed the Annual Allowance (including where you are subject to the tapered Annual Allowance or Money Purchase Annual Allowance) that you declare this to HMRC via a self-assessment tax return. We recommend you seek independent financial advice.

Benefits you may have in **other pension schemes** which you have not been an active member of during the year (e.g. from a previous employment) are not normally counted.

You can ask the Scheme administrator, XPS, to calculate the increase in value of your Leonardo Electronics pension. You will be charged for this calculation.

How does the Tapered Annual Allowance for High Earners work?

The Annual Allowance is tapered for members who have a 'Threshold Income' in excess of £200,000 and 'Adjusted Income' in excess of £260,000.

Income	Definition	Limit
Threshold Income	Broadly your taxable income after the deduction of your pension contributions (including AVCs or SBS contributions).	£200,000
Adjusted Income	Broadly your threshold income plus pension savings built up over the year.	£260,000

Threshold income includes all sources of income that are taxable e.g. property income, savings income, dividend income, pension income (your pension input amount as detailed above), social security income (where taxable), state pension income etc.

For every £2 that your Adjusted Income exceeds £260,000, your Annual Allowance is tapered down by £1 (to a minimum of £10,000).

Adjusted Income	Annual Allowance
£260,000 or below	£60,000
£270,000	£55,000
£280,000	£50,000
£290,000	£45,000
£300,000	£40,000
£310,000	£35,000
£320,000	£30,000
£330,000	£25,000
£340,000	£20,000
£350,000	£15,000
£360,000 or above	£10,000

How does the Money Purchase Annual Allowance work?

If you had any benefits in a money purchase (defined contribution) pension arrangement which you have flexibly accessed on or after 6 April 2015 then the Money Purchase Annual Allowance rules may apply. However, the Money Purchase Annual Allowance will only apply if your total contributions to a money purchase arrangement in a tax year exceed the Money Purchase Annual Allowance.

Generally, if you have flexibly accessed any benefits in a money purchase arrangement on or after 6 April 2015, any further contributions you make to a money purchase arrangement in subsequent tax years will be tested against the Money Purchase Annual Allowance.

If your contributions exceed the Money Purchase Annual Allowance your Leonardo Electronics Pension Scheme defined benefit savings will be tested against the alternative Annual Allowance (set out below) and you will pay a tax charge in respect of your money purchase savings in excess of the Money Purchase Annual Allowance.

Tax Year	Money Purchase Annual Allowance	Alternative Annual Allowance if Money Purchase Annual Allowance is exceeded
2016/17	£10,000	£30,000
2017/18 to 2022/23	£4,000	£36,000
2023/24 onwards	£10,000	£50,000

Special transitional rules applied for the tax year 2015/16 – contact XPS for more information, if applicable.

If you have flexibly accessed pension benefits you will be provided with a flexible access statement; you should provide XPS with a copy of this statement.

What is flexible access?

Flexibly accessing means taking a cash amount over the 25% tax free limit, for example taking an Uncrystallised Funds Pension Lump Sum (UFPLS) from your AVCs, SBS or 100+ Retirement Account, taking an UFPLS from another pension arrangement (including through income drawdown), or purchasing a flexible annuity.

You can find more information about UFPLS in the AVC, Retirement Account and SBS Guides, or the 'Taking Cash from Voluntary Savings' Guide.

How would I pay an Annual Allowance tax charge?

If you accrue an Annual Allowance tax charge in any year you are responsible for reporting this to HMRC on a self-assessment tax return, even if you don't normally complete one. XPS is obliged to notify you if your Leonardo Electronics Pension Scheme benefits exceed the standard Annual Allowance in a year. They will inform you no later than the 6 October following the end of the tax year (via a Pensions Saving Statement). However, they are not obliged to inform you if you exceed the lower Tapered Annual Allowance as the pension scheme does not have details of your income from all sources.

If you have an Annual Allowance tax charge from your Leonardo Electronics Pension Scheme benefits alone you may be able to opt for the Scheme to pay some or all of the tax charge on your behalf. The tax charge would then be recoverable from your pension benefits, either from your defined contribution savings (such as AVCs, SBS or 100+ Retirement Account) or by reducing your defined benefit pension. This is known as 'Scheme Pays'.

If you want the Leonardo Electronics Pension Scheme to pay some or all of an Annual Allowance tax charge on your behalf, you must notify XPS. Your Pensions Savings Statement will detail the deadlines.

However, XPS will not be aware if you have exceeded the Tapered Annual Allowance. If you have exceeded the Tapered Annual Allowance and wish to use Scheme Pays you must inform XPS by the 5 November following the end of the tax year.

Also, if you are retiring (and drawing your pension benefits) and want the Leonardo Electronics Pension Scheme to pay some or all of your Annual Allowance tax charge, you must tell XPS before you become entitled to your pension.

Finding out more

You can find more details on the HM Revenue & Customs website at <https://www.gov.uk/tax-on-your-private-pension>

If you do not already use a financial adviser, www.unbiased.co.uk can give you details of an Independent Financial Adviser (IFA) in your area. Before you contact an IFA, you should read the guide to financial advice which you can find along with other useful information at: www.moneymadeclear.org.uk or telephone 0300 500 5000 (call rates may vary).

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