**NOTICE TO ALL EMPLOYEES**

**CONTRACTING OUT OF NATIONAL SOCIAL SECURITY FUND (NSSF)**

The National Social Security Fund Act of 2013 (NSSF Act 2013) established a new National Social Security Fund (new NSSF) as a pension fund and introduced a new contributions model with effect from 01 February 2023. These contributions are on two levels being:

* Tier 1 contributions at the rate of 6% of the Lower Earnings Limit and payable only to the new NSSF.
* Tier 2 contributions at the rate of 6% of the Upper Earnings Limit may be payable to the new NSSF or a contracted-out retirement benefit scheme.

NSSF Act 2013 permits employers to apply to contract out of Tier 2 Contributions and pay them to a contracted-out scheme. Provided that these benefits shall remain protected and shall only be payable in line with the NSSF Act 2013 provisions.

We would like to inform you that as an employer we intend to apply to the Retirement Benefits Authority to be authorized to contract out of NSSF and pay Tier 2 Contributions for all our employees to the Zimele Guaranteed Personal Pension Plan with effect from 16 October 2023.

Following approval to contact-out we shall commence payment of the Tier 2 Contributions and apply to NSSF to transfer Tier 2 Contributions already paid to them to the Zimele Guaranteed Personal Pension Plan. These shall be defined as Protected Rights and can only be accessed at retirement and under the rules of a pension fund in line with the NSSF Act 2013 provisions.

The normal contributions to the Scheme shall remain unchanged at the rate of 10% Employee and 10% Employer contributions of your pensionable salary.

The normal contributions rates to the Scheme shall remain unchanged at the rate of 10% Employee and 10% Employer contributions of your pensionable salary but shall be reduced by the respective contributions made to NSSF.

The benefits in the Scheme, except Protected Rights benefits, shall remain unchanged and be payable as per the rules of the Zimele Guaranteed Personal Pension Plan

For more information, please feel free to contact the Human Resource office, through email: […………………………………](mailto:corporatepensions@britam.com) of by telephone: …………………………….

**Communication By:**

**13 September 2023**