



# Your pension option

Afterwork or Barclays Pension Savings Plan –  
choose the plan that's right for you

March 2022

# Afterwork or the Barclays Pension Savings Plan – choose the plan that’s right for you

You have a choice of two different ways to save for retirement – the Afterwork pension plan and the Barclays Pension Savings Plan (BPSP). You are currently a member of the Afterwork pension plan, but there is currently an annual option to leave Afterwork and switch to the BPSP, if you wish – it’s up to you.

You can stay in Afterwork  
or switch to the BPSP  
– it’s up to you

## **Important information**

The information contained in this guide summarises the current contribution levels and benefits only of Afterwork and the BPSP. If there is any conflict between this information and the formal documents (for example, the Trust Deed and Rules or contract) governing either Afterwork or the BPSP respectively, the formal documents take precedence.

Barclays reserves the right to amend or discontinue pension schemes from time to time. The information is also based on Barclays’ understanding of current legislation, taxation and HMRC practice which may change without notice.

# Afterwork or the Barclays Pension Savings Plan?

Both pension plans help you build up retirement savings – but they build up in different ways. There is no right or wrong plan, but you may decide that one plan suits you better than the other.

If you decide that Afterwork suits you best, you do not need to do anything. You will continue to build up retirement savings in Afterwork in the same way as you do now.

If you decide that the BPSP would suit you better you will be able to leave Afterwork and switch to the BPSP (your membership of the BPSP will be effective from 1 April).

If you are not sure which plan is right for you, take a look at this guide and review the features of each. You should also take into account the Annual Allowance and Lifetime Allowance levels on which you receive tax relief as you will be liable to pay tax on anything above these and you may wish to consider the level of your pension contributions. If you choose to leave Afterwork to join the BPSP, you will not be able to rejoin Afterwork at a later date.

**Please be aware that the information given about the level of contributions to the BPSP and the life assurance and income protection benefits only applies if you switch to the BPSP during the My Rewards renewal in March, not at any other time of the year.**

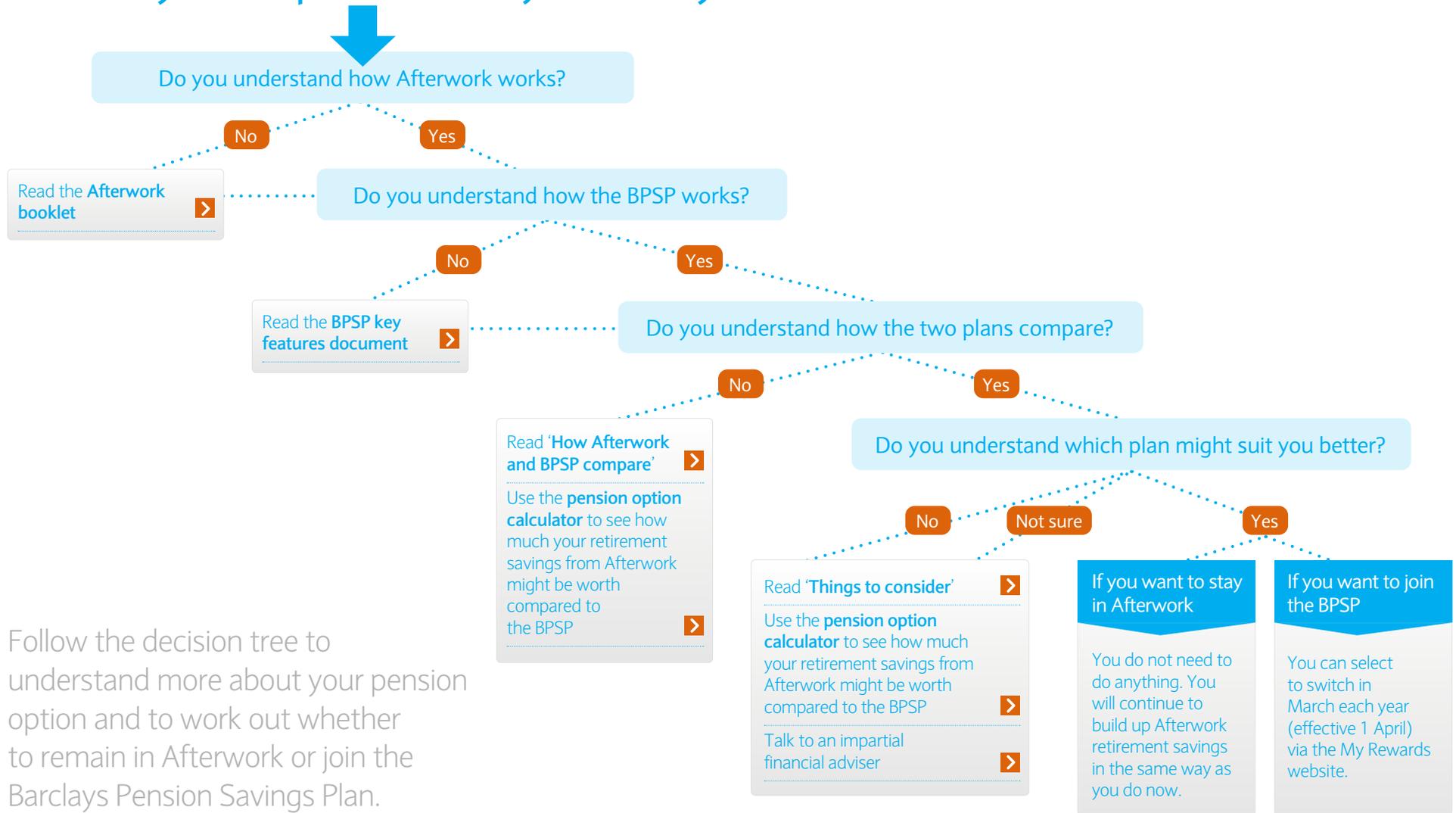
If you leave Afterwork you cannot join again later

This guide explains some key information about your pension option.

- How Afterwork and the BPSP work
- Where to find information to help you with your decision
- Some things to consider
- What to do next



# Start your pension journey here



Follow the decision tree to understand more about your pension option and to work out whether to remain in Afterwork or join the Barclays Pension Savings Plan.

Click on the links to find out more about each plan along the way.

# How Afterwork works

Afterwork has two parts: **the Credit Account and the Investment Account.**

The Credit Account provides you with a guaranteed sum, which is available in full at Normal Retirement Age, and the Investment Account gives you the opportunity to build up further retirement savings.

You contribute 3% of your Pensionable Salary each month to Afterwork and, in return, Barclays credits your Credit Account with 20% of your Pensionable Salary each month. In addition, your Credit Account will receive inflationary and discretionary investment-related increases. Your Credit Account is guaranteed not to fall in value if you take it at your Normal Retirement Age (usually 60) or later.

If you access your retirement savings before your Normal Retirement Age or you transfer your Afterwork retirement savings to another pension scheme, the value of your Credit Account may be adjusted (usually reduced) to take account of the fact that it is being paid early. It is also important to note that the Credit Account does not provide you with a fixed pension in retirement – it provides you with a sum of money. You will have a number of options when it comes to taking the value of your retirement savings from Afterwork. See ePA for more information about your options.

**Please note:** Barclays credits your Credit Account with 20% of your Pensionable Salary, which becomes available at your Normal Retirement Age. However, the amount that Barclays needs to contribute and invest in order to provide your guaranteed sum at Normal Retirement Age will depend on a number of factors, including the length of time until your Normal Retirement Age and anticipated investment returns. Barclays reviews how much it needs to contribute to your Credit Account on a regular basis. Regardless of how much Barclays contributes, the value of the Credit Account you have built up is guaranteed not to fall in value if you take it at your Normal Retirement Age. If you take the value of your Credit Account before your Normal Retirement Age it may be adjusted (usually reduced) to take account of its early payment. If you are a Reduced Terms member, Barclays will credit your Credit Account with 10% of your Pensionable Salary. Your annual benefit statement will show if you are a Reduced Terms member.

# How Afterwork works

Contribute to the Investment Account as well as the Credit Account to make full use of Afterwork. This will help you to build up further retirement savings and has the added benefit that Barclays will match your contributions of 1%, 2% or 3% of your Pensionable Salary.

In Afterwork, you can choose to invest your Investment Account in a range of funds. If you don't feel confident choosing investment funds, you can invest in the UKRF Lifestyle Fund range. Lifestyle invests in a pre-set range of funds which change as you get closer to retirement. For more information on your investment options, please see the Investment Guide.

Your Investment Account builds up through contributions and investment returns. Your Investment Account is subject to the investment markets and therefore the value can go up or down. If you wish to make your own investment decisions make sure you read the Investment Information on ePA.

Barclays matches your contributions to the Investment Account up to 3% of your Pensionable Salary



# How Afterwork works

At your Normal Retirement Age, your Credit Account and Investment Account are added together and you can generally take your retirement savings in a number of ways, including buying a lifetime annuity, transferring out to access options such as income drawdown or taking a cash sum.

## Tax savings

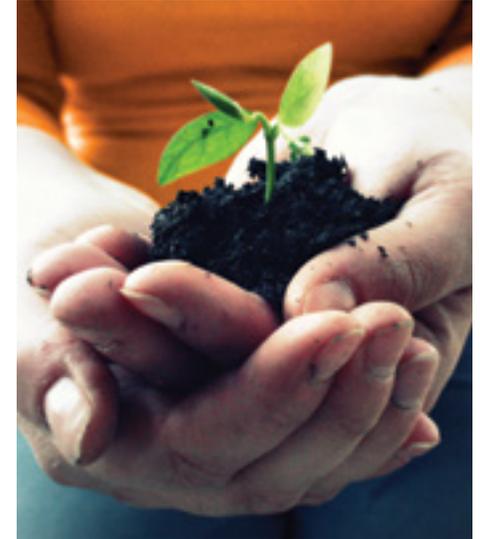
You may save income tax on your contributions and National Insurance (NI) on your contributions which are made via salary sacrifice.

Salary sacrifice means that you give up or sacrifice some of your salary in exchange for a benefit, such as a pension contribution. Therefore, you do not pay income tax and NI on the amount sacrificed.

To give a basic example, if you are entitled to full tax relief on your contributions, for every £100 you contribute, your take-home pay would reduce by just £66.75 if you are a basic rate taxpayer (20% tax and 13.25% NI), £56.75 if you are a higher rate taxpayer (40% tax and 3.25% NI) or £51.75 if you are an additional rate taxpayer (45% tax and 3.25% NI).

If your salary is below a certain level, you will not be able to contribute via salary sacrifice; therefore, you will save income tax but not NI on pension contributions. You will be told if this applies to you.

If you work outside the UK, local tax regulations will apply.



# How the Barclays Pension Savings Plan works

The Barclays Pension Savings Plan (BPSP) provides you with an individual personal pension account that Barclays contributes to while you are an employee of Barclays. The BPSP is provided by Legal & General on behalf of Barclays.

Currently, if you choose to switch to the BPSP during the My Rewards renewal, Barclays will make a contribution of at least 13%\* of your Basic Salary\*\* to your BPSP account. The actual contribution rate will be based on your age at the point you choose to switch to the BPSP. You are not currently required to pay any contribution into the BPSP yourself.

Barclays age-related pension contribution is designed to broadly reflect the cost to Barclays of providing your Afterwork Credit Account.

If you leave Afterwork and join the BPSP other than during the My Rewards renewal, a different contribution rate will apply to you.

If you join the Barclays Pension Savings Plan at age:	Barclays pension contribution as a % of your Basic Salary** would be fixed at:
20 to 29	13%
30 to 39	14%
40 to 49	15%
50 to 54	16%
55 to 70	17%

The rates shown are the current rates. They are not guaranteed and are subject to change at the discretion of Barclays.

\* If you currently do not contribute to Afterwork (because you are a Reduced Terms member) and you choose to switch to the BPSP, currently you will receive a Barclays pension contribution of 10% of your Basic Salary\*\* (if grade AVP or above) or 12% of your Basic Salary (if grades BA1 to BA4), regardless of your age when you join.

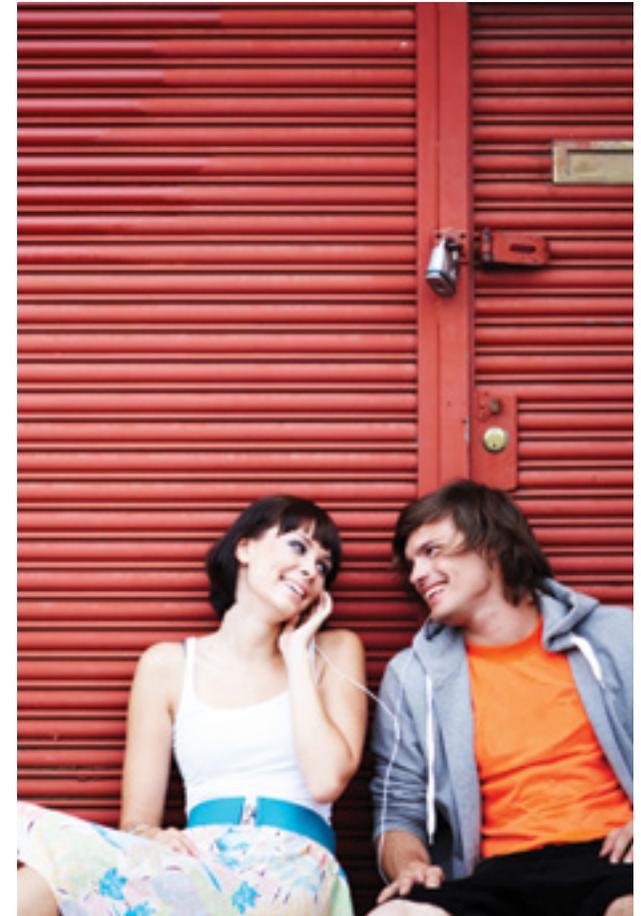
\*\* Basic Salary means your basic salary up to the internal earnings cap (currently £125,000 p.a.).

# How the Barclays Pension Savings Plan works

The BPSP is the flexible pension offered within My Rewards. This means that you will be able to increase Barclays' pension contribution by making additional contributions, or reduce Barclays' pension contribution by up to 5% of Basic Salary (or further, subject to a minimum pension contribution of £3,500 a year, if this is less) and take the balance as cash (subject to deductions for tax and National Insurance) or use it to choose other benefits.

Your BPSP account will be invested for you in a default investment option, which has been designed to be suitable for many BPSP members saving for retirement. If you wish, you can invest your BPSP account in your choice of the investment options offered by the BPSP. As well as the default investment option, there are a number of core investment funds and a number of additional investment funds for you to choose from. You can find out more about investing, the default investment option and the core investment funds available to BPSP members in the BPSP Investment Summary.

Your BPSP account will build up through contributions and investment returns. However, you should note that your BPSP account will be subject to investment market performance and therefore its value could go up or down. You will have a number of options at retirement when it comes to taking the value of your BPSP account.



# How the Barclays Pension Savings Plan works

## Tax savings

You may save income tax on your contributions and National Insurance (NI) on your contributions which are made through salary sacrifice. To give a basic example, if you are entitled to full tax relief on your contributions, for every £100 you contribute, your take-home pay would reduce by just £66.75 if you are a basic rate taxpayer (20% tax and 13.25% NI), £56.75 if you are a higher rate taxpayer (40% tax and 3.25% NI) or £51.75 if you are an additional rate taxpayer (45% tax and 3.25% NI).

Plus, to encourage you to save for retirement, when you make your own pension contributions via salary sacrifice you will also benefit from the Pension Boost where Barclays tops up any contribution you make by around 15% of the amount you contribute (current amount). The Pension Boost is the National Insurance saving Barclays makes

when you make a pension contribution via salary sacrifice, which it passes on to you. This means that if you choose to contribute to your BPSP account, the amount paid in will always be more than the amount of salary you sacrifice.

For example, if you are entitled to full tax relief on your contributions and you choose to make an additional contribution of £100 a month, £115.05 would be paid into your BPSP account, but your take home pay would only reduce by £66.75 if you are a basic rate taxpayer (20% tax and 13.25% NI), £56.75 if you are a higher rate taxpayer (40% tax and 3.25% NI) or £51.75 if you are an additional rate taxpayer (45% tax and 3.25% NI).

If you choose to reduce Barclays pension contribution and take the balance as cash, the extra cash will be paid with your salary.

It will be reduced by the amount of NI Barclays is required to pay on cash payments and will also be subject to income tax and NI.

## Salary sacrifice

Salary sacrifice means that you give up, or sacrifice, some of your salary in exchange for a benefit, such as a pension contribution. Therefore, you do not pay income tax and NI on this amount. You will be told if this applies to you.

If your salary is below a certain level, you will not be able to contribute via salary sacrifice. Therefore, you will save income tax but not NI on pension contributions and you will not benefit from the Pension Boost.

**If you work outside the UK**, local tax regulations will apply.



# Your choice of pension benefits

You can generally access your retirement savings from age 55 (due to rise to age 57 from 2028) and will have a number of options to consider.

Currently, you can take up to 25% of your retirement savings as a tax-free cash lump sum, and use the rest to provide a pension (a regular income) for you and, if you wish, your spouse or a dependant when you die. The amount of pension you could receive will depend on the value of your retirement savings and the cost of buying a pension when you retire.

You can also take the full amount in cash instead (25% tax free) or consider other options like transferring your savings to a different plan.

In the current market, very broadly it costs about £60 to buy each £1 of pension for you at age 60. However, these rates vary depending on market conditions and, therefore, the cost of buying a pension may be different when you retire and buy your pension. In this example, if you wanted to retire on a pension of £5,000 a year, you would need to build up retirement savings of approximately £300,000.

Please note these figures are given as very broad examples only. Barclays is not able to give you financial advice. You may wish to seek impartial financial advice for more information about your options.

You can generally access your savings at any time from age 55 (due to rise to age 57 from 2028). If you stay in Afterwork and retire before Normal Retirement Age (usually age 60), the value of your Afterwork Credit Account may be adjusted (usually reduced) to reflect the fact that it is being paid early and your Investment Account (if you also contribute to this) will have less time to build up in value. If you choose to switch to the BPSP, the sooner you retire, the less time your BPSP account will have to grow in value.

**If you work outside the UK**, different options may apply.

In the current market, very broadly it costs about £60 to buy £1 of annual pension

# Things to consider

Saving for retirement involves some risk – the risk that you do not save enough, the risk that your savings do not keep up with inflation, the risk that your investments go up and down in value, and the risk that the cost of buying a pension increases just as you are about to retire.

There are ways to manage these risks, whether you choose to remain in Afterwork or join the BPSP. The plan that is right for you will depend on your personal circumstances including:

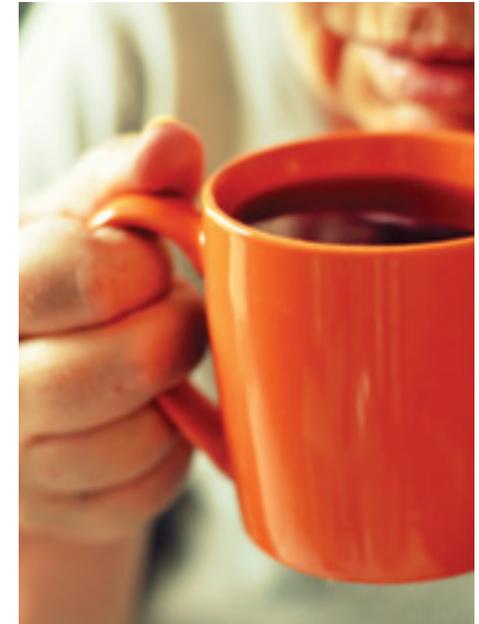
- How much you can afford to contribute
- How long until you plan to retire
- Your attitude to risk
- How much you may need in retirement
- Your need to manage your pension contributions in a tax-efficient way within the Annual Allowance or Lifetime Allowance.

## How much can you afford to contribute?

Currently, you are required to contribute at least 3% of your Pensionable Salary to Afterwork. In return, Barclays credits your Credit Account with 20% of your Pensionable Salary each month (available at Normal Retirement Age, usually age 60).

You are not currently required to contribute anything to the BPSP. Barclays will pay an age-related contribution equal to at least 13%\* of your Basic Salary\*\* to your BPSP account each month even if you do not contribute and you can increase your contributions through My Rewards.

You can use the [pension option calculator](#) to compare the amount of retirement savings you might receive from each plan.



\* If you do not currently contribute to Afterwork (because you are a Reduced Terms member) and you choose to switch to the BPSP, you will receive a Barclays pension contribution of 10% of your Basic Salary\*\* (if grade AVP or above) or 12% of your Basic Salary (if grades BA1-BA4), regardless of your age when you join.

\*\* Basic Salary means your basic salary up to the internal earnings cap (currently £125,000 p.a.).

# Things to consider

## Would you prefer to contribute more and maximise Barclays contribution?

Currently, Barclays will match your contributions to the Afterwork Investment Account up to 3% of your Pensionable Salary. So, if you contribute 6% of your Pensionable Salary to Afterwork (3% to the Credit Account and 3% to the Investment Account), Barclays will credit your Credit Account with 20% of your Pensionable Salary and 6% will be paid into the Investment Account (3% by you and 3% by Barclays).

Barclays does not match your contributions to the BPSP, but does pass on its National Insurance saving on pension contributions to your BPSP account made via salary sacrifice through Pension Boost (15.05% of your contribution in the 2022/23 tax year, due

to revert back to 13.8% from the 2023/24 tax year). So, in the 2022/23 tax year, if you choose to contribute 6% of your Basic Salary\* each month, at least 16.9% would be paid into your BPSP account (at least 10% by Barclays + 6% contribution by you + an additional 0.9% Pension Boost (6% x 0.1505)).

You can use the [pension option calculator](#) to compare how much your retirement savings from each plan might be worth based on how much you choose to contribute.

Please bear in mind that you will need to consider the impact of the Annual Allowance and the Lifetime Allowance when deciding on the best option for your personal circumstances.

## Do you have any other retirement savings?

If you have any other retirement savings from Barclays or a former employer, remember to take these into account when considering whether Afterwork or the BPSP would be the right plan for you.

If you have a defined benefit (final salary) pension from a previous Barclays pension plan or from a former employer, you may be closer to meeting your retirement income goal.

\* Basic Salary means your basic salary up to the internal earnings cap (currently £125,000 p.a.).

# Things to consider

## When will you access your retirement savings?

If you are a long way from taking your savings, and are prepared to take some investment risk, you may not need to contribute as much now as your contributions will have longer to grow through investment returns. You can use the [pension option calculator](#) to see how much your retirement savings might be worth based on different contribution levels and different rates of investment return. Remember, you will have other options available to you in addition to taking a lifetime annuity.

If you are close to taking your retirement savings, you may prefer to keep building up your Credit Account, which is guaranteed not to fall in value, if you take it from Normal Retirement Age (usually 60).

If you plan to access your retirement savings before Normal Retirement Age (and after age 55, due to rise to age 57 from 2028), remember that your Afterwork Credit Account balance may be adjusted (usually reduced) to reflect its early payment. If you wish to access your savings early, you may need to contribute more in order to have enough income in retirement.

If you plan to retire after Normal Retirement Age, your Credit Account will continue to receive credits provided you continue contributing to Afterwork after Normal Retirement Age.

## Do you plan to leave Barclays in the short term for a job with another company?

If you leave Barclays (other than through retirement), you can leave your Afterwork retirement savings in Afterwork, but you will not be able to make any further contributions to the plan. Your Credit Account will continue to receive inflationary and discretionary investment-related increases, and your Investment Account will continue to be invested according to your choice of investment funds.

If you join the BPSP and then leave Barclays, Barclays will stop contributing to your BPSP account, but you can continue or start contributing to it, if you wish, as it is a personal pension plan. In addition, your BPSP account will continue to be invested according to your choice of investment funds.

# Things to consider

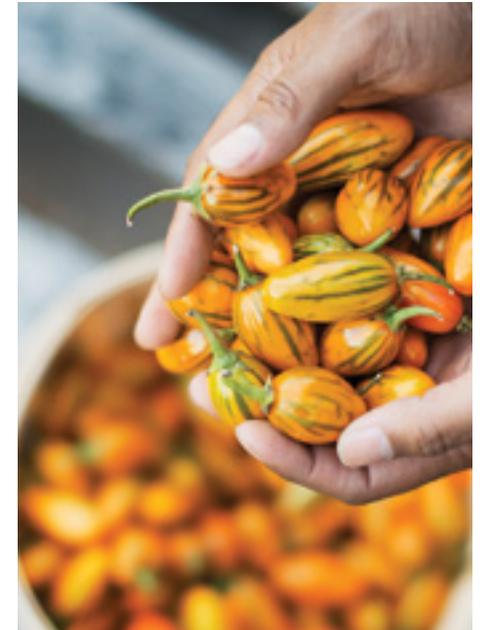
## How important is a guaranteed sum?

If you are not comfortable with investment risk, you may prefer to remain in Afterwork as the Afterwork Credit Account will provide you with a cash sum that is guaranteed not to fall in value – if you take it at Normal Retirement Age (usually 60) or later. Your Afterwork Investment Account will be subject to the investment markets and therefore the value could go up or down. Savings in BPSP will also be subject to investment markets with no guaranteed cash sum.

Of course, there is also the risk of not saving enough for retirement. Will your Afterwork Credit Account provide you with enough income to live on? You can monitor how your Credit Account and Investment Account are building up via the ePA website (you can access this via the My Rewards website) and you can use the [pension option calculator](#) to see how much your retirement savings might be worth when you choose to take them.

However, remember that the Credit Account does not provide you with a fixed pension in retirement – it provides you with a sum of money for you to use when you choose to take your retirement savings.

If you are in Afterwork and not contributing to the Investment Account you are not taking advantage of Barclays matched contributions. You can use the [pension option calculator](#) to see how contributing to the Investment Account could boost your retirement savings.



# Things to consider

## How well do you think investments will perform?

The Barclays credit of 20% of your Pensionable Salary to your Afterwork Credit Account (10% if you are a Reduced Terms member) is not the same as a contribution – it is a promise to provide you with a sum that is guaranteed not to fall in value, if you take it from your Normal Retirement Age (usually 60). Contributions to your Afterwork Investment Account are invested and could increase or decrease in value.

Barclays' contributions to your BPSP account are invested. Depending on how well your choice of investments perform and how long you have until retirement (i.e. how long your savings will have to grow in value), a contribution by Barclays of 10% could be worth more than 10% at retirement.

You can use the [pension option calculator](#) to see how much your retirement savings from each plan might be worth, based on different investment returns.

## Do you think investment returns will beat inflation?

As well as Barclays' credits, your Afterwork Credit Account receives inflationary increases of up to 5% and discretionary investment-related increases of up to 2% of the value of your account.

Your retirement savings in the Afterwork Investment Account and the BPSP are subject to investment returns, which may or may not beat inflation.



# Things to consider

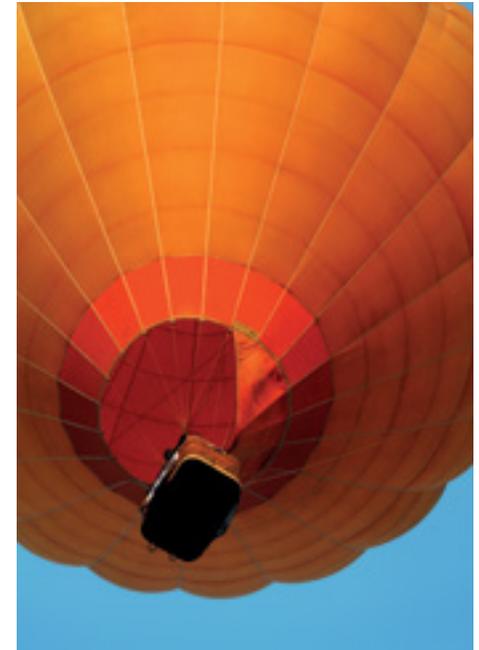
## How comfortable are you with investment risk?

The Afterwork Investment Account and the BPSP work in the same way. The value of your Afterwork Investment Account or BPSP account when you access your retirement savings will depend on how much has been paid in, how well your chosen investment funds have performed and how long your account has had to build up in value.

With both plans, there is an element of investment risk. Your retirement savings could go up and down in value, depending on investment returns. However, this risk can be managed in a number of ways.

Barclays matches your contributions to the Afterwork Investment Account up to 3% of your Pensionable Salary and Barclays passes on its National Insurance saving on your contributions to the BPSP via the Pension Boost where you contribute via salary sacrifice, increasing your savings and providing a ‘cushion’ against any investment risk.

Plus, if you are a long way from retirement, you will have time to ride out any short-term falls in investment return, with the possibility of earning greater investment returns over the longer term.



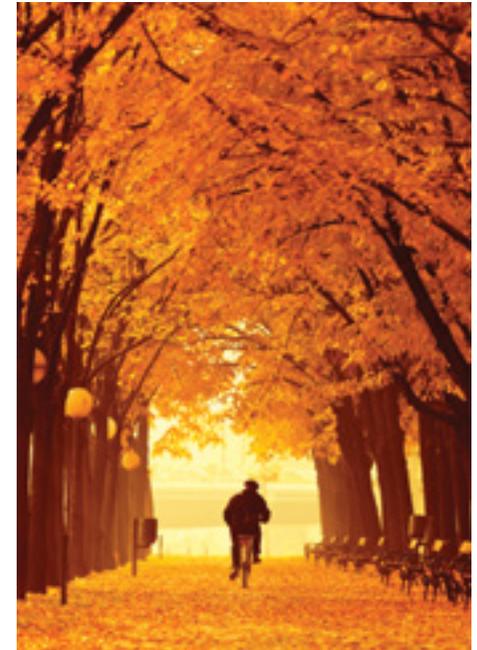
# Things to consider

## How experienced an investor are you?

You don't have to be an expert in investing to save for retirement via the Afterwork Investment Account or the BPSP. You have a choice of a number of investment funds for both the Investment Account and the BPSP account, including a Lifestyle investment option. For more information about your investment options, please read the relevant Investment Guide.

It is important to read the relevant investment guides before making investment decisions. You will also need to continue to monitor your investment decisions to make sure they remain right for you.

You can monitor your Afterwork Investment Account online via the ePA website (you can access this via the My Rewards website). If you decide to join the BPSP, you will be able to monitor your retirement savings online via the Legal & General Manage Your Account website.



# Things to consider

## How does my decision affect other benefits such as my life cover and income protection?

As a member of Afterwork, you are entitled to the following life cover and ill-health benefits.

**Life cover** is payable to your beneficiaries if you die while still an employee of Barclays. If you die before age 75, your beneficiaries would receive:

A lump sum of 4 x your Basic Salary **PLUS** a lump sum equal to a refund of your contributions to your Credit Account and your contributions (plus investment returns) to your Investment Account, up to a limit of the Lifetime Allowance at the date of your death

**PLUS**

If you have eligible dependants, an additional lump sum of 8 x your Pensionable Salary (Pensionable Salary is capped at £125,000 p.a.)

**LESS**

An offset broadly equal to any dependant's benefit accrued under a different Barclays plan, such as the 1964 section

The Trustee has the discretion to decide who receives benefits in the event of your death. Paying benefits in this way means that they do not form part of your estate and are not subject to inheritance tax. This is why you should ensure that you complete your Expression of Wish form and keep it updated. You can update your Expression of Wish form on ePA.

An **Ill Health Income Protection benefit** of 50% of Basic Salary could be payable for up to two years if you are unable to work.

**Enhanced ill-health benefit** is available where Barclays considers you are permanently unable to carry out your current occupation and any other occupation that you could, in the opinion of Barclays, reasonably be expected to carry out. You would receive:

An immediate pension equal to 40% of your pre-disability pay

**PLUS**

A pension bought with your Investment Account (if you have Investment Account savings)

**OR**

A pension and tax-free cash bought with your Investment Account (if you have Investment Account savings)

If you do not qualify for the enhanced ill-health retirement, you will still be considered for the ill-health benefit if you are medically incapable of continuing your current occupation and you meet the criteria set out by HM Revenue & Customs from time to time. In this case, your Credit Account (adjusted (usually reduced) for early payment) plus your Investment Account (if you have Investment Account savings) will be used to provide retirement benefits.

# Things to consider

If you decide to switch to the BPSP during the My Rewards renewal, you will still be entitled to life assurance cover and income protection but these will be provided separately from the BPSP:

**Life assurance** cover is payable to your beneficiaries if you die while still an employee of Barclays. Your beneficiaries would receive:

A lump sum of 12 x your Basic Salary, up to £1.8 million

**UNLESS**

If your lump sum is less than the Lifetime Allowance, you choose a lower level of cover of between 2 x and 11 x your Basic Salary, up to the Lifetime Allowance

**PLUS**

Any dependants benefit accrued under a different Barclays plan, such as the 1964 section and Afterwork

Your beneficiaries would also receive a refund of your BPSP account.

Barclays provides funding for life assurance of 12 x your Basic Salary (subject to the benefit cap of £1.8m). If your funded level is below the Lifetime Allowance, and you are not based in Jersey, you can choose a lower level of cover; you will be able to take the unused funding as cash or use it to choose other benefits, but you would only be able to increase your cover later by 1 x your Basic Salary each year or if you have a qualifying life event.

**Income protection** is available if you are too ill to work and are unable to carry out your own occupation. You would receive:

Income of at least 50% of your Basic Salary (grades AVP and below) or 65% of your Basic Salary (grades VP and above), subject to a maximum of £500,000 p.a. in any case, payable to State Pension Age (SPA).

**UNLESS**

You choose a higher level of cover of 65% or 75% of your Basic Salary

Subject to meeting the eligibility criteria, Barclays provides funding for income protection of at least 50% of your Basic Salary. If you choose a higher level of cover, you will need to sacrifice salary equal to the difference in the monthly premiums and you will only be able to increase your level of cover by 1 level each year or if you have a qualifying life event.

**Please note:** If you are currently on sick leave, you should be aware that you will not qualify for the income protection insurance if you switch to the BPSP regardless of your length of service with Barclays. In order to qualify, you would need to return to work with Barclays for a period of time.

# What to do if you decide to join the BPSP



Before you decide to join the BPSP, you should make sure that you have read all about Afterwork and the BPSP, and have used the [pension option calculator](#) to understand how much pension you could receive from each plan.

Barclays also recommends that you consult an impartial financial adviser and discuss your pension options with them. You can find details at: [moneyhelper.org.uk/en/getting-help-and-advice/financial-advisers/choosing-a-financial-adviser](https://moneyhelper.org.uk/en/getting-help-and-advice/financial-advisers/choosing-a-financial-adviser)

Having taken these steps, if you still wish to join the BPSP, you will be able to join during March (with your choice effective from 1 April) via the My Rewards website.

# What to do if you decide to join the BPSP in March

## Step 1:

Access the My Rewards website and select **View or change** on the **My Barclays benefits** tile.

## Step 2:

On the **Your Pension Option** row, click on **Benefit Info** to read further information. If you wish to join the BPSP, you should click 'select'.

## Step 3:

Click on **Barclays Pension Savings Plan** and select **Continue** at the top of the page. You will be asked to confirm that you have:

- Accessed and understood the support tools available on the Your Pension Journey website
- Understood that once you join the BPSP, you will not be able to rejoin Afterwork.

## Step 4:

Select your preferred level of pension contribution to the BPSP, life assurance and income protection.

## Step 5:

When you are happy with all your benefit choices, click on **Confirm choices**.

## Step 6:

All of your benefit choices will be displayed in a statement and you will receive a notification that your submission was successful.

