

Salary exchange for your employees

Give your employees a higher pension – without it costing more.

Filippa,
SPP



Salary exchange means that employees may swap part of their salaries for pension premiums. The advantage for you the employer is a tax reduction, since the tax on premiums is lower than on salaries. This is something you can benefit from.

Lower tax can become a higher pension

The tax reduction is equivalent to a net cut of about 6 percent. You the employer can add this amount to the premium that the employee selects. A pension premium of SEK 1,000 becomes SEK 1,060. Salary exchange simply means a better leverage on your savings. The table below shows how much this can add up to.

An attractive package

Employee benefits are becoming more and more important for attracting and keeping skilled staff. A well thought-out package of benefits can give you the edge when recruiting personnel. Nowadays the focus is on pension benefits, now that we as individuals must take more responsibility for our pensions. Salary exchange includes repayment cover. This means that the value of the pension is paid to the employee's named beneficiaries if he or she should die before retirement.

Salary exchange with health and/or premium release insurance

A salary withdrawal in ITP and/or another similar collective agreement means that certain collective agreement benefits are reduced. SPP's solution means that you as employer can cover the shortfall in sickness benefits and where appropriate retirement pension. A condition of taking out health insurance and premium release insurance is that the employee must be fully fit to work in accordance with SPP's current risk assessment rules.

Doesn't necessarily involve more administration

Administration cannot be eliminated completely. But in most cases, this solution means only minimal extra paperwork. Salary exchange administration works like this:

- the employee receives an application to fill in from SPP, and the agreement is sent to a human resources manager
- the human resources manager reports the premium to SPP
- SPP sends a statement to the employee every year.

Naturally, we will help you with the material necessary for presenting this offer to your employees.

Tips for the employer

To avoid discussions at a later stage, always write an agreement that confirms what you and the employee have agreed. The agreement can contain the premium, time period and any compensation for loss of benefits in the collective agreement etc.

Pension policy

Write down the conditions for salary exchange for the company's pension policy to make everything clear from the start.

Does this appeal to you?

Talk to your contact person at SPP and find out more about deductibility and different salary concepts.

Note that a fund's historical return is no guarantee of future return. Investments made in the fund can rise or fall in value, and it is not certain that savers will get back all the capital that they have invested.

For further information go to spp.se or call customer service on +46 771 598 102.

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