

## Frequently Asked Questions

### What is the Tir Na Nog Nursery' Salary Sacrifice Scheme?

1. Under the Tir Na Nog Nursery Salary Sacrifice Scheme, an employee of Bangor University signs an amendment to their Contract of Employment to receive a lower salary – a 'salary exchange' – in return for payment of childcare provided by the University's Tir Na Nog Nursery.
2. The nursery fee values are deducted from your gross salary, before tax and National Insurance is applied.





During Maternity or Sickness Leave, where monthly pay permits the deductions can continue. Where any adjustments are made to pay as part of Maternity or Sick pay arrangements, individuals will need to review the deduction amount to ensure they do not impact monthly pay, and take them

