



Childcare Voucher Salary Sacrifice Scheme – Opting Out Form

**This Agreement to Vary Terms & Conditions of Employment
is made on _____ (date)**

BETWEEN

Full Name (employee) _____
Job Title _____
Payroll Number _____
Department/Division _____
Home Address _____

Postcode _____
Home Tel no. _____
Work Tel ext no. _____

AND _____ (Company Name)

IT IS HEREBY AGREED:

1. Definition

“Original Monthly Salary” means the monthly salary of the Employee had they not opted into the childcare voucher salary sacrifice scheme.

“Terms” means the Terms and Conditions of Employment between the Employee and the Employer.

“Vouchers” means the Employers For Childcare Vouchers Ltd childcare vouchers.

“Voucher Value” means the monetary value of the Vouchers.

“Adjusted Monthly Salary” means the Original Monthly Salary less the Voucher Value.

2.

2. Recital

By this Agreement the Employee and the Employer agree to vary the Terms.

Before entering into this Agreement the Employee would have been entitled to the Adjusted Monthly Salary, and Vouchers.

As a consequence of entering into this Agreement the Employee will be entitled to receive the Original Monthly Salary.

The Employee and the Employer acknowledge that this Agreement constitutes a notice of a variation to the Terms in accordance with the provisions of Article 36 of the Employment Rights (NI) Order 1996.

3. Variation

The Employee and the Employer agree to vary the Terms with effect from _____ as follows:

The Employee will cease to be entitled to the Adjusted Monthly Salary and Vouchers with a face value equal to the Voucher Value.

The Employee will be entitled to receive the Original Monthly Salary.

Signed
Employee _____

Date _____

Signed on _____
behalf of (company name)

Date _____

Position _____