



## Employee email template (for employers to use)

Hi,

I'm writing to let you know about upcoming changes to KiwiSaver that will take effect from 1 April 2026.

### What's changing

The minimum KiwiSaver contribution rate is increasing from 3% to 3.5% for both employees and employers. This means if you're currently contributing at 3%, both your contribution and ours will increase to 3.5% of your gross earnings from your first payday on or after 1 April. A further increase to 4% is scheduled for 1 April 2028.

If you already contribute at a higher rate (such as 4%, 6%, 8%, or 10%), your employee contribution rate won't change. Our employer contribution to your KiwiSaver will increase to 3.5%.

### How this affects your pay

If your deduction rate was set to 3%, it will automatically increase to 3.5%, which means a small reduction in your take-home pay. On the other hand, more money will be going into your KiwiSaver account each payday - from both you and us - which will benefit your long-term savings.

### If you'd prefer to stay at 3%

If the increased contribution doesn't work for you right now, you can apply to IRD for a temporary rate reduction to keep contributing at 3%. Applications open from 1 February 2026 through your myIR account. The reduction can last between 3 and 12 months, and you can apply more than once. There is information here: [Temporary rate reduction](#)

It's worth noting that if you reduce your contribution to 3%, we as your employer can choose to match that lower rate, so it would reduce the total amount going into your KiwiSaver.