

KiwiSaver Changes from 1 April 2026

Employer + Employee Communication Pack

This information has been prepared as a general guide/starting point only and reflects known KiwiSaver changes effective 1 April 2026.

Employees should seek personalised advice or refer directly to Inland Revenue for individual KiwiSaver decisions.

Email comms

Employer heads-up email (Send Feb–March 2026)

Subject: Upcoming KiwiSaver changes – what this means for payroll from 1 April 2026

Hi xyz

Ahead of the new financial year, we want to flag an important KiwiSaver change that will affect payroll from **1 April 2026**.

What's changing?

From 1 April 2026, the **minimum KiwiSaver contribution rate** increases:

- Employee contributions move from **3% to 3.5%**
- Employer contributions also move from **3% to 3.5%**

This change will automatically apply unless an employee chooses a different contribution rate or applies for a temporary rate reduction.

What this means for you as an employer

- Your **KiwiSaver employer cost will increase slightly** from April
- Payroll systems will need to be updated to reflect the new minimum
- Some employees may ask questions about their take-home pay

We'll ensure your payroll is set up correctly ahead of time. We also recommend letting staff know early so there are no surprises.

We'll be in touch if we need anything from you.

Kind regards

xyz

Employee Announcement Email (Employer → Staff)

Subject: Important update: KiwiSaver contribution changes from 1 April 2026

Hi xyz,

We'd like to let you know about an upcoming **KiwiSaver change** that takes effect from **1 April 2026**.

What's changing?

The minimum KiwiSaver contribution rate is increasing:

- Employee contributions: **from 3% to 3.5%**
- Employer contributions: **from 3% to 3.5%**

This means a small increase in the amount going into your KiwiSaver each pay, and a small change to your take-home pay.

Do I have options?

Yes. If you prefer not to increase to 3.5% straight away, you can apply for a **temporary KiwiSaver rate reduction** and stay at 3% for a set period.

- You can apply from **February 2026**
- Temporary reductions can last **3 to 12 months**
- When the reduction ends, contributions revert to the higher rate unless you apply again or choose another rate

You can find more information or apply directly through Inland Revenue.

If you have any questions, please reach out.

Thanks

xyz

Temporary Rate Reduction – Simple Explainer (Optional Add-On)

KiwiSaver Contribution Options from 1 April 2026

From 1 April 2026, the minimum KiwiSaver contribution rate increases to 3.5%.

However, KiwiSaver members can choose from the following options:

- **3.5%** – new minimum rate
- **4%, 6%, 8% or 10%** – higher savings options
- **Temporary rate reduction** – remain at 3% for a limited time

Temporary reductions:

- Can be applied for from February 2026
- Last between 3 and 12 months
- Can be renewed if needed

Applications are made directly with Inland Revenue, not through payroll.

Checklist

Payroll Checklist (For You or Your Client)

- Review payroll settings for default KiwiSaver rates
- Update employer contribution rate to 3.5%
- Allow for approved temporary rate reductions
- Communicate changes to employees early
- Check employment agreements or remuneration assumptions
- Budget for increased employer contributions
- Test payroll before first April pay run

Talking points

Client Conversations

Use these when clients ask “*Is this a big deal?*”

- “It’s a small percentage change, but across a year it does affect payroll costs.”
- “Most payroll systems will default to the higher rate unless employees opt out.”
- “Giving staff a heads-up now avoids confusion in April.”
- “This is a good time to review total remuneration, not just wages.”