

# VISION

Issue 24 | Spring 2024

MAGAZINE

Impartial, accountable and trusted

## A NEW CHAPTER IN OUR JOURNEY

Introducing our new Leadership Team  
and Tatton Investment Management

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**SG WEALTH MANAGEMENT**

Impartial, accountable and trusted

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Welcome to your Spring 2024  
Vision magazine.

As many of you will be aware, we were very sad to announce the passing of our co-founder and Managing Director, Stephen Girling, at the close of last year. Amidst this loss, we made the decision to forego our usual Winter edition of Vision during a period of reflection.

Navigating this challenging time, Chairman Dr Andy Wood OBE DL pays tribute to Steve, and outlines the plans that were already in place for SGWM, on page 04.

As we embrace the spirit of renewal that accompanies Spring, we are pleased to introduce our new Leadership Team (pages 06 – 07) and how we intend to remain steadfast in our commitment to honouring the traditional values that Steve upheld, by combining traditional services with modern technology (page 08 – 09). Continuing this new chapter in our journey, we also announce how we are enhancing our services to you with our new strategic partnership through Tatton Investments (pages 10 – 11).

We delve into the recent changes to the Lifetime Allowance on page 12 and, if you are a business owner, our explanation of the advantages of using SG Corporate Services on page 13 should help you in addressing the task of attracting and retaining staff effectively.

Lastly, there are the usual highlights from our involvement in the community on page 14 – 15.

Enjoy reading your Vision magazine. We always welcome your feedback so, to discuss anything covered in this issue or to share ideas for topics you'd like to see featured, please contact us – and don't forget to follow and like us on LinkedIn, X and Facebook.

Enjoy your spring!

Helen Tavner, Editor



# Contents



08



10



11

- 04 **REMEMBERING STEPHEN GIRLING**  
A tribute from our Chairman
- 05 **ABOUT OUR CHAIRMAN**  
Read about Dr Andy Wood OBE DL
- 06 **MEET OUR NEW BOARD**  
Committed to upholding the values and legacy established by Stephen Girling
- 08 **DELIVERING VALUE TO OUR CLIENTS**  
Combining traditional services with modern technology
- 10 **ENHANCING CLIENT SERVICE**  
A new chapter in our journey
- 11 **INTRODUCING TATTON INVESTMENT MANAGEMENT**  
An experienced team helping power SGWM Investments
- 12 **ABOLISHING THE LIFETIME ALLOWANCE FOR PENSIONS**  
Gaining a clearer understanding of how the new pension tax framework will work
- 13 **HOW SG CORPORATE SERVICES CAN HELP YOUR BUSINESS**  
The role of Workplace Pension and Employee Benefit Consultants
- 14 **SGWM IN THE COMMUNITY**  
Supporting our charitable partners

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# REMEMBERING STEPHEN GIRLING

A tribute from our Chairman Dr Andy Wood OBE DL



I was first introduced to SG Wealth Management's co-founders, Stephen (Steve) Girling and Neil Shillito – both Adnams beer fans! – ten years ago.

What first drew me in was their shared vision of running SGWM with openness and transparency, a refreshing departure from the previous norms of the financial industry. Their commitment to social responsibility and a set of core values resonated with me, especially during a time when the industry was grappling with the challenges and issues that eventually led to the implementation of today's Consumer Duty regime.

Allied to this was the position that the company played – and continues to play – across Norfolk and Suffolk, two counties that I am passionate about. I was delighted therefore to be invited to become Chair of SGWM in 2014.

When Neil departed the business following Steve's 2017 Management Buy Out (MBO), I committed to supporting Steve in achieving his objective of handing on the baton of the business in 2024. Sadly, we know that was not to be the case and, as you can imagine, his untimely passing has hit us all extremely hard.

For me, Steve's words on the 20th anniversary of the business perfectly encapsulate the ethos of integrity that he instilled. He emphasized the importance of

providing advice without any ambiguity about whose interests it serves, a principle that remains at the core of SGWM's operations, and I share his words here:

*'Five years after we were established, the first New Model Adviser conference presented us with the East of England Award and I recall one of the speakers being asked what the real difference was between the old commission-based financial advice model, versus charging a fee. His answer summed it up for me: being able to demonstrate integrity with no question marks or grey areas as to whose benefit the advice was for. I echo that completely and hope you would agree that integrity is SGWM's greatest strength – we keep our promises and can be trusted to do the right thing for our clients which, with continued reporting of poor advice and fraudsters, is key to our continued success.'*



Stephen Girling 1962 - 2023

Steve was not just a remarkable professional but also a genuinely kind and guiding presence, as echoed in the tributes that poured in after his passing. I repeatedly saw him described as humble, gentlemanly and possessing great integrity, and our thoughts remain very much with his wife Rachel, his children and all who knew and loved him.

Thanks to Steve's meticulous approach and the expertise of our talented team, we had already been working towards ensuring continuity and resilience within the company and I'm confident in the smooth transition under our new Managing Director, Henry Gaskin. Henry, a key figure in our journey since the acquisition of Ipswich-based Stan Gaskin Ltd in 2011, brings a wealth of experience and dedication to the role.

You can discover more about Henry and his co-Directors, Fran Kemp and David Tooley, as well as our commitment to building on Steve's legacy through our renowned standard of service, which merges tradition underpinned by technology, in the upcoming pages.

As we reflect on the principles that Stephen Girling upheld, and on behalf of all at SGWM, I would like to express how much we value you, our clients. Thank you for your continued support of the business Steve co-founded. ■

**Dr Andy Wood OBE DL**  
Chairman

# ABOUT OUR CHAIRMAN

Dr Andy Wood OBE DL

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Andy joined SG Wealth Management as Chairman in January 2014. His 'day job' is Chief Executive of Adnams Plc, the Suffolk-based brewer, distiller, hotelier and retailer.

He has a DBA from Cranfield University and Honorary doctorates in Business from Anglia Ruskin University, in Science from Cranfield University and Civil Law from the University of East Anglia.

Andy was awarded an OBE in the Queen's Birthday Honours 2013 and between 2014 to 2016 was HRH The Prince of Wales' Ambassador for Responsible Business in the East of England. In 2010 Andy founded and was Chairman of the New Anglia Local Enterprise Partnership, which was instrumental in securing Central Government financial support for a variety of economic development initiatives across Suffolk and Norfolk. The New Anglia LEP area was the only one to secure two City Deals for Ipswich and Norwich.

In 2018 Andy was awarded the FIRST Special Award for Environmental Responsibility as part of a House of Lords presentation on Responsible Capitalism.

Andy is also Chair of Norse Group Ltd, a large facilities management company, a member of the Council at the University of East Anglia, Governor of Norwich School, a Board Member to the VisitEngland (VE) Advisory Board and Chairman of Visit East of England.

Additionally, Andy has co-authored a book on Lean and Green Business Systems, which was awarded the Shingo prize for Operational Excellence in 2013. ■

# MEET OUR NEW LEADERSHIP TEAM

Committed to upholding the values and legacy established by Stephen Girling

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Looking forward to the future under the guidance of our dynamic and experienced leadership team, who are committed to upholding the values and legacy established by Stephen Girling.



*L to R: Chairman, Dr Andy Wood OBE DL, with fellow Directors Fran Kemp, Henry Gaskin and David Tooley*



## **HENRY GASKIN** **MANAGING DIRECTOR**

Henry joined SG Wealth Management in 2011 following the purchase of his family firm, Ipswich-based Stan Gaskin Ltd, and has helped lead the business as a Director and Chief Investment Officer for the last decade.

Previously spending five years at Jupiter Asset Management in London, Henry has detailed knowledge and qualifications in investment management, financial planning and pension transfers. He will be continuing his client work alongside his responsibility for the oversight and direction of SGWM.

Commenting on the future of SGWM, Henry says, 'We are excited about the

opportunity before us in the years ahead to provide quality independent advice, support and financial peace of mind for both private and corporate clients.

'Our well-established but energetic and youthful team are dedicated to providing best in class service in today's modern world, as highlighted by our recent short-listing by Citywire in the top 5 advice firms in the East of England. Our Board look forward to developing our regional business independently for years to come.'

Henry is married with two teenage children and lives in Ipswich. He is a coach, occasional player and Vice Chairman at Ipswich Rugby Club. ■



**DAVID TOOLEY**  
**DIRECTOR OF CLIENT ADVICE/  
 CHARTERED FINANCIAL PLANNER**

Joining SGWM in 2013 having worked in financial services since 1998, David's expertise and experience will be crucial in overseeing client advice and ensuring the continued delivery of exceptional financial planning services.

David, who achieved Chartered Financial Planner status in 2012, demonstrating his high level of technical ability and commitment

to his profession, is also a Pension Transfer Specialist. He believes that whilst good advice is key to any financial plan, communication is an important component, and that plans should be delivered in a clear, easy to understand format, with regular contact and reviews to ensure you remain on track to meet your objectives.

Outside of work, David enjoys training hard in the gym to keep up with his three children and says his very rare free time is usually spent 'Following Norwich City FC, drinking coffee and eating!' ■



**FRAN KEMP**  
**DIRECTOR OF BUSINESS SERVICES/  
 CHARTERED FINANCIAL PLANNER**

Boasting a 24-year career in financial services working for various top local firms, Fran joined us in October 2023 and assumes responsibility for operations, marketing and compliance.

Fran holds Chartered Status, an Advanced Diploma in Financial Planning, and is working towards achieving her Fellowship. With a belief that there is always more to learn, Fran holds a firm set of principles and objectives that she has relied upon to keep her on the right path, which she says is largely driven by implementing robust internal processes in which all staff can feel confident. Together with reducing and removing stress, Fran says her

three main 'people' objectives are that staff feel listened to, supported and empowered.

She says, 'I am excited about the opportunities ahead and eager to collaborate with the talented team here at SGWM to drive growth and success for our clients.'

In addition to her commitment to achieving exceptional results, Fran is dedicated to promoting diversity and inclusivity within the financial services sector and believes it's essential that we continue to foster an environment where diverse perspectives thrive. She is dedicated to not only making a positive impact within SGWM, but also to encouraging more women and young professionals to explore and excel in the financial services industry.

Fran is married with a son, daughter and two 'fur babies'! ■

# DELIVERING VALUE TO OUR CLIENTS

Combining traditional services with modern technology



Seeking professional financial advice can greatly benefit your long-term financial health. While some may hesitate due to the personal nature

of finances or the misconception that it's only for the wealthy, it's important to see time spent with financial planning as an investment itself. Just like with medical or legal matters, financial professionals offer tailored insights that can save you money in the long run.

In today's financial climate, marked by high inflation and higher interest rates, the expertise of financial professionals is essential. They can help develop a holistic financial plan, diversify investments, plan for retirement, save tax and navigate market volatility, ultimately leading to better financial health.

**At SGWM, our mission is to deliver expert advice at exceptional value, merging the best of both traditional and modern approaches.**

We've strategically invested in 21st-century services, seamlessly blending the advantages of our time-honoured offerings with cutting-edge technology and we work with our clients to create personalised investment plans, whilst identifying opportunities to help grow your wealth. We can help with managing money and mapping out plans, including retirement and estate planning, and provide emotional support – especially during challenging economic conditions.

**Here are just three of the current technologies we utilise to enhance the value and service we provide to our clients.**

## RETIREMENT CASH FLOW MODELLING

Retirement planning is of utmost importance, regardless of your income or wealth. It ensures

a steady income stream after retirement and provides financial security for you and your loved ones.

Our cash flow modelling software assists you in analysing your current financial situation by creating a customised plan to ensure your retirement meets your long-term goals. By assessing your current and projected wealth, income and expenses, retirement cash flow modelling can help you understand your current and potential future finances.

## KEY REASONS WHY RETIREMENT CASH FLOW PLANNING IS CRUCIAL:

**Avoid running out of money:** Planning helps you calculate the savings rate required to support your desired lifestyle during retirement, ensuring you don't run out of money.

**Setting retirement income goals:** This involves determining your retirement income goals and identifying the necessary steps to

achieve them. This allows you to plan for various financial sources and secure a comfortable retirement.

**Creating a regular flow of income:** A well-structured and regularly reviewed plan enables you to create a regular flow of income after retirement. This fixed income substitutes your pre-retirement salary, ensuring financial stability.

**Strategic investment decisions:** Retirement planning involves making strategic investment decisions to achieve specific savings goals. This helps in maximising returns and growing your retirement fund over time.

**Financial security:** A solid retirement plan can provide yourself and your loved ones with financial security. This is particularly important as more than social security benefits are needed to sustain your desired lifestyle.

**Enjoying a comfortable retirement:** A comprehensive retirement plan has the potential to allow you to enjoy a comfortable retirement,





free from financial worries. It provides the means to pursue your desired activities, travel and maintain a high standard of living.

**Reviewing existing pension arrangements:**

Regularly reviewing your existing pension arrangements and taking the required steps can significantly affect the amount of money you'll accumulate for retirement. Seeking professional help can ease the process and ensure you make informed decisions.

**HOW RETIREMENT CASH FLOW MODELLING CAN WORK FOR YOU**

**Managing accumulated wealth:** If you have accumulated wealth, retirement cash flow modelling can assist you in effectively managing your financial position and making informed decisions as you retire.

**Long-term planning:** Cash flow planning is especially beneficial if you have long-term personal or business objectives. It lets you determine how much you need to save and the returns required to meet those goals.

**Care home fees planning:** Cash flow modelling can also be used for planning care home fees, helping you understand the financial implications of such expenses and prepare accordingly.

**Our retirement cash flow planning process involves:**

- Assessing your current financial situation, including income, expenses, assets and liabilities.
- Understanding your future financial commitments and goals.
- Creating a lifetime cash flow modelling plan tailored to your needs.
- Providing a comprehensive analysis of your income, expenditure and potential future cash flow.
- Working towards achieving and maintaining financial independence.
- Adequately addressing the financial consequences of death or disability.
- Minimising tax liabilities through effective planning.
- Developing an investment strategy for your capital and surplus income.
- Identifying Inheritance Tax issues that may impact your beneficiaries.

**ANSWERING CRITICAL QUESTIONS**

Ultimately, retirement cash flow modelling helps answer critical questions such as whether your savings and assets are sufficient to support your aspirations, if you can retire early, if your investment risk is appropriate and if you will have enough money to sustain yourself throughout retirement. And, if it turns out that your cash flow plan falls short, don't worry! We have various retirement planning strategies to help get you back on track.

**PERSONAL FINANCE PORTAL (PFP)**

Advances in technology mean our clients increasingly interact with us across multiple channels: face to face, on the telephone and online. Our Personal Finance Portal (PFP) enables you to see your complete financial picture in seconds, at a time and place to suit you.

With data security our highest priority, connection to your information is encrypted and no data is transmitted between your device and the portal, making for a fast, safe and more efficient exchange of messages, data and documents.

Accessible online 24/7, 365 days of the year across your PC, mobile and tablet, the PFP gives you access to your long-term savings and investment information in an easy-to-use online format.

You can also update your personal details, meaning we will be notified and can respond proactively if your circumstances require financial review. You can store all your personal financial documents such as statements, ID and paperwork, which is far more secure than keeping paper copies in your filing cabinet or on your computer which could be hacked or fail.

Accounts, transactions and balances are refreshed automatically so, where we're able to obtain electronic valuations, the information displayed in your PFP will always be up-to-date and displayed in a way that's easy to understand.

As a business we are committed to finding ways to reduce our impact on the earth's natural resources, so the PFP has a positive impact on the environment too, because accessing data electronically reduces paper dependency, energy and water pollution.

**Register for your PFP account today by visiting <https://www.sgwealthmanagement.co.uk/client-portal>**

**DOCUSIGN**

We have recently invested in document signing (DocuSign) software. Replacing the often lengthy manual signing process, an 'e-signature' speeds up the agreement process, and is the quickest and most efficient way to send and sign documents online legally and securely in a matter of minutes.

It's exceptionally simple and straightforward to use and, once you have set up a DocuSign account with a password and security questions, it only takes a few seconds to sign a document using your 'e-signature'.

**To learn more about registering for DocuSign, please contact your Wealth Manager. ■**

**Henry Gaskin**

Managing Director

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**Source data:**

*Surveys by Opinium commissioned by Royal London between 1–6 March 2023, with 218 financial advisers and 4,000 nationally representative UK adults between 27 February and 6 March 2023.*

THIS ARTICLE DOES NOT CONSTITUTE TAX OR LEGAL ADVICE AND SHOULD NOT BE RELIED UPON AS SUCH.

THE TAX TREATMENT IS DEPENDENT ON INDIVIDUAL CIRCUMSTANCES AND MAYBE SUBJECT TO CHANGE IN FUTURE. FOR GUIDANCE, SEEK PROFESSIONAL ADVICE.

A PENSION IS A LONG-TERM INVESTMENT NOT NORMALLY ACCESSIBLE UNTIL AGE 55 (57 FROM APRIL 2028 UNLESS THE PLAN HAS A PROTECTED PENSION AGE).

THE VALUE OF YOUR INVESTMENTS (AND ANY INCOME FROM THEM) CAN GO DOWN AS WELL AS UP, WHICH WOULD HAVE AN IMPACT ON THE LEVEL OF PENSION BENEFITS AVAILABLE.

YOUR PENSION INCOME COULD ALSO BE AFFECTED BY THE INTEREST RATES AT THE TIME YOU TAKE YOUR BENEFITS.

# ENHANCING CLIENT SERVICE

A new chapter in our journey



After many months of meticulous research and a thorough review of our client propositions and investment solutions, we are pleased to announce a new

strategic partnership to further enhance our client service offering.

Since SG Wealth Management was founded, we have sought to deliver high-quality financial advice and investment management solutions to our clients. We take great pride in our longstanding history and unwavering commitment, and it is this dedication that has led us to this next step in our journey.

We use our independence to continually review our services and solutions in the pursuit of delivering the very best outcomes for our clients and are very aware of the importance and responsibility given to us to manage your investments.

We are now taking our client service to the next level by introducing a new partner, Tatton

Investment Management. With over forty investment specialists on their team, Tatton will be working closely with us under our vigilant oversight to help manage the monies entrusted by you, powering a service we are calling 'SGWM Investments'.

This strategic partnership reflects our unwavering commitment to serving you better, whilst remaining fiercely independent and always looking to use 'best in class' solutions for our clients. We believe this collaboration will significantly enhance the value we provide to you, both now and in the future, by helping reduce portfolio costs whilst offering new skills and expertise in investment management with the aim of providing the potential for enhanced investment performance returns – a true 'win-win' scenario!

You can hear what Lothar Mentel, the founder, Chief Executive and Chief Investment Officer

for Tatton Investment Management, says about Tatton's aim for our clients in his article (opposite). While this is just a glimpse of what is to come, we are confident that this partnership with Tatton Investment Management will help to continue delivering positive outcomes in today's world and, as Lothar states, investment excellence for you.

We look forward to being able to share more details of what this means in the near future and will be speaking with you individually about this and other positive developments in the weeks and months ahead, so do look out for more information soon. ■

**David Tooley**

Director of Client Advice/  
Chartered Financial Planner  
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# INTRODUCING TATTON INVESTMENT MANAGEMENT

An experienced team helping power SGWM Investments



**M**y name is Lothar Mentel, the Chief Executive and Chief Investment Officer for Tatton Investment Management and I

am delighted that we have been selected to be an investment manager for SG Wealth Management's client portfolios.

When I founded Tatton, it was with the single goal of bringing expert investment management services to a wider range of investors, at the same time reducing the cost of investing. I also wanted to only manage money on behalf of the clients of Independent Financial Advisers, meaning we can concentrate purely on investment management, safe in the

knowledge that all aspects of a client's financial needs were accounted for.

At Tatton, we focus on providing Investment Excellence – the perfect combination of creating returns, managing risk and controlling costs. Only by combining all three elements can we generate real sustainable returns for you.

Portfolio returns are the most visible performance indicator but can only be achieved within your risk tolerance – we won't compromise risk to chase returns. Similarly, we won't compromise returns through unnecessary costs, so we try to lower the cost of investment wherever possible. We stay within our risk parameters, manage costs and, with the quality and depth of our investment team, have created a compelling combination, and we believe

an ideal discretionary partner for SG Wealth Management.

As you would expect, our investment team follows a clearly defined and robust investment process that draws on its extensive experience and expertise. Each investment decision is well-considered, leading to portfolios that contain a suitable blend of global assets, regions and strategies to help meet your needs.

We are 'unconstrained' investment managers, meaning that we are not limited by a particular style or provider when selecting investments. Our investment process identifies any opportunity based on the benefits it presents – we then select an investment that most closely matches it.

We are very aware of the importance and responsibility given to us to manage your investments. Our investment committee has overall supervision of our investment process and meets at least once a quarter. We have formal monthly review meetings on performance and fund analysis, as well as weekly investment meetings. With this significant investment oversight, it enables our investment managers to make active decisions to increase or reduce risk within portfolios and generate consistent long-term returns.

Our passion is to deliver investment returns for you meeting your long-term aims within your chosen risk profiles under the professional planning and advice provided by SG Wealth Management. As CEO of Tatton, I am committed to providing the highest quality portfolio management services at the most competitive price to our clients, whatever their investment objectives, and I am delighted to be given the opportunity with you. ■

**Lothar Mentel**  
CEO and Chief Executive Officer  
Tatton Investment Management Ltd



# ABOLISHING THE LIFETIME ALLOWANCE FOR PENSIONS

Gaining a clearer understanding of how the new pension tax framework will work



The UK has made a significant policy change for the 2024/25 tax year that will profoundly impact some pension savers. Following last year's

Spring Budget, the government announced its decision to abolish the Lifetime Allowance (LTA) for pensions, which took effect on 6 April 2024.

## THE POLICY CHANGE HAS BEEN DELIVERED IN TWO STAGES

The LTA was the total amount of money you can build up in your pension pot throughout your life without incurring an extra tax charge. For the 2023/24 tax year, the LTA was set at £1,073,100.

The first stage involved removing the LTA tax charge, and the second stage involved completely abolishing the LTA itself. With the abolition of the LTA, new allowances have taken its place from 6 April 2024.

These are the Lump Sum Allowance (LSA) and the Lump Sum and Death Benefit Allowance (LSDBA). The LSA limits the tax-free lump sum that an individual can take in their lifetime, while the LSDBA limits the tax-free lump sum that can be paid on death.

## DESIGNED TO LIMIT TAX-FREE CASH

The LSA, a fixed cumulative limit of £268,275, equivalent to 25% of the previous LTA, is designed to limit the tax-free cash available to an individual. This allowance is applicable to Pension Commencement Lump Sums (PCLS) and the tax-free portion of Uncrystallised Funds Pension Lump Sums (UFPLS). In the past, this tax-free cash was evaluated against the LTA.

An initial plan was to include the tax-free element of trivial commutation, winding-up and small pot lump sums within this allowance. This idea has been withdrawn; however, individuals must retain some part of their LSA to facilitate the payment of trivial and winding-up lump sums.

The LSDBA is set at a fixed cumulative

limit of £1,073,100, mirroring the previous LTA. This allowance applies to the tax-free elements of lump sums that can be disbursed during an individual's lifetime or upon death. The allowance encompasses PCLS and tax-free portions of UFPLS, as well as tax-free parts of serious ill-health lump sums and death benefits.

## SPECIFIC TO LUMP SUMS AND DO NOT APPLY TO PENSION INCOME

It's crucial to remember that these newly introduced allowances are specific to lump sums and do not apply to pension income. This marks a notable shift from the former LTA approach, where both crystallised pensions and lump sums were scrutinised. The introduction of 'relevant benefit crystallisation events' signifies instances when lump sums tested against these allowances are disbursed. Importantly, there will be no evaluations based on age.

Individuals with valid LTA protection and/or lump sum protections for both allowances will maintain their rights to the higher protected amounts. Eligible individuals will have until 5 April 2025 to apply for Fixed Protection 2016 and Individual Protection 2016.

When lump sums are taken, they are tested against the LSA and LSDBA. Any lump sums exceeding these allowances will not be tax-free. Instead, they will be subject to tax at the individual's marginal Income Tax rate.

## A SIGNIFICANT SHIFT IN THE UK'S PENSION LANDSCAPE

Removing the LTA and its associated tax charge is a significant shift in the UK's pension landscape. It means that savers will not have to worry about exceeding their total pension savings limit. However, introducing the LSA and LSDBA introduces new considerations for pension savers. Pension benefits must be carefully managed to avoid unnecessarily exceeding these new allowances and incurring an avoidable tax charge.

If no benefit crystallisation events (BCEs) occurred between 6 April 2006 and 6 April 2024, the individual's LSA and LSDBA will be the standard LSA and LSDBA. The overseas

transfer allowance applies to pension savers who move their pension overseas. If the allowance is exceeded, an overseas transfer charge will apply.

While it removes a key constraint for pension savers, introducing new allowances adds complexity. Pension savers should stay informed about these changes and consider how they might impact their retirement planning.

## ARE YOU SURE YOU HAVE SUFFICIENT FUNDS FOR A COMFORTABLE RETIREMENT?

Our expert wealth management team will explain how to structure your retirement plans optimally and devise a solution for your retirement vision. Please get in touch with us to schedule a complimentary, no-obligation consultation. We look forward to hearing from you. ■

### Neil Gregory

Paraplanner Manager

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# HOW SG CORPORATE SERVICES CAN HELP YOUR BUSINESS

## The role of Workplace Pension and Employee Benefit Consultants



In the often-challenging landscape of the UK job market, attracting and retaining staff has become a significant problem for some employers. One often overlooked element in this pursuit is the design and management of the Workplace Pension and Employee Benefits.

Employee benefits consultants can be a valuable resource for businesses of all sizes looking to improve their Workplace Pension and Employee Benefits. **If you're considering working with a consultant, here are a few key questions to ask:**

- What services do you offer?
- What is your process for working with clients?
- What are your fees and how do you disclose any commission received?
- How do you stay up-to-date on industry trends and regulations ?
- Can you provide references or case studies from previous clients?

As Employee Benefits Consultants, we act as an independent contractor to help companies research, source, implement and manage their Workplace Pension and Employee Benefits, working with one or several teams within the company to advise the senior management or owners.

### AS EMPLOYEE BENEFITS CONSULTANTS, OUR ROLE IS TO:

#### ✔ ADVISE

We act as an advisor to the senior management/ business owners and HR/payroll/finance teams. We provide guidance on benefits strategy, plan design, cost management, compliance, latest regulations and more, to help our clients make informed decisions about their Workplace Pension and Employee Benefits.

#### ✔ BROKER

We negotiate with insurance providers and pension providers from the whole market on behalf of our clients, working to secure favourable terms and benefits, so they can get the most value from their Workplace Pension and Employee Benefits.

#### ✔ EDUCATE AND ENGAGE

A little-known part of what we do is educate our clients and their employees about their benefits options and how to use them effectively. We provide resources and support to help employees understand their Workplace Pension and Employee Benefits and make the most of them.

#### ✔ PROBLEM-SOLVE

When issues or challenges arise, we work to find solutions and resolve any problems, which can include everything from claims to acquisitions or helping clients navigate complex regulations.

### CASE STUDY

Company A acquired Company B, however they both operated very different Workplace Pension and Employee Benefit arrangements. Company A wanted to align the Workplace Pension and Employee Benefits across the two companies. It also wanted a solution which meant future acquisitions could join smoothly in the future.

#### We:

- Assessed both arrangements to identify the key differences.
- Made recommendations on how to align the arrangements to meet the business's objectives but not devalue the overall benefits for staff.
- Generated significant cost savings (c.35%) by aligning the benefits, particularly as Company A had not used an Employee Benefits Consultant before.

**Working with SG Corporate Services can help you save time, reduce costs and improve the overall effectiveness of your benefits programme. ■**

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# SGWM IN THE COMMUNITY



SGWM is committed to being a socially responsible, environmentally aware, inclusive and ethical business.

## Supporting our charitable partners

At SG Wealth Management, we believe in the importance of supporting our charitable partners and community and making a positive impact on society and the world around us. Our dedicated in-house Corporate Social Responsibility (CSR) committee works hard all year round to organise fund-raising events and community outreach opportunities for our team to get involved with. Here's a few of the causes we're involved with:



L to R: Darby Reeve, Linda Kent and Ryan Oates 'manning the stand' at the Theatre's first corporate exhibition.

## NORWICH THEATRE ROYAL

As staunch supporters of the arts in our community, we're thrilled to be continuing our partnership with Norwich Theatre Royal in 2024.

This superb registered charity and nonprofit organisation has a long history of providing performances that inspire, enrich and entertain audiences of all ages and backgrounds. Not only does the Theatre offer a fabulous programme and excellent hospitality facilities, it also collaborates with local artists, community groups, schools and

charities to ensure their creative experiences have wide-reaching positive impact.

Last year we regularly attended the Theatre's business networking breakfasts, hosted our clients at shows and a backstage tour and were proud to exhibit at their first ever corporate exhibition, and we're looking forward to enjoying the benefits of our collaboration throughout 2024. ■

[www.norwichtheatre.org](http://www.norwichtheatre.org)

## THE MATTHEW PROJECT

Our Norwich office neighbours, The Matthew Project, empowers young people and adults to overcome drugs, alcohol and mental health issues so they can live their lives more fully. They also offer specialist services for both family members impacted by others' substance misuse and for veterans.

The charity began in 1984 by Norwich-based Christian social worker, Peter Farley, who was concerned about the level of substance misuse he was seeing among young people in the city. Peter felt that the existing provision was not doing enough to

support them so set up the Tackle Shop, a Norwich-based drop-in for 12-25-year-olds to get confidential advice and support. Since then, they've grown into a leading local charity, working with thousands of people across Norfolk, Suffolk and Essex.

Each year, their recovery support programme service hosts an annual Christmas party for its members, so we were delighted that SGWM's donation covered all the costs – apparently a great time was had by all! ■

[www.themattewproject.org](http://www.themattewproject.org)



The Matthew Project Christmas Party

# IPSWICH RUGBY CLUB



*The Ipswich RFC cycling team*

We're very proud that our continued sponsorship of Ipswich RFC Academy allows young players to develop and thrive.

Last year, in addition to our Academy sponsorship, MD Henry Gaskin also participated in an incredible 420-mile 5-day cycle ride from Ipswich RFC to Scotland, to raise money for the My Name's 5 Doddie Foundation & the MND Motor Neurone Disease community.

With every rider crossing the finish line on the final day, Henry said that, whilst there was a lot of rain, punctures, falls, moaning and pain, the team spirit was amazing and there were a lot of laughs along the way too,

whilst raising a huge amount of money for such a great cause.

In total, more than £200,000 was raised by the team, so it's a massive 'well done' to all who took part!

#all4mnd  
<https://all4mnd.co.uk/>

We also had a great day hosting at the club, plus a fantastic result – with a win of 32-24 in the Ipswich Derby against Ipswich YM RFC! Here's Director Henry Gaskin (R) congratulating team captain, Tom Jermy (L). We're very proud to be sponsoring Tom this season at the club. ■





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