



## International Pension Plan and Savings Plan Solutions

Guernsey is an ideal jurisdiction for employers looking to establish a flexible and competitive International Pension and Saving Solution ('the Plan') for their international and expatriate employees.

Over the years employers have realised that they need to play a more active role in providing employees with a retirement and pension solution although recognise it has not always been easy to provide one global solution. IPPs are a highly efficient, flexible, and cost effective way for companies to reward, incentivise and retain staff in a favourable and regulated jurisdiction. If required Plans can be customised to mirror existing company policies or other established standalone schemes. In jurisdictions such as the Middle East retirement and workplace savings plans have become extremely popular and can be structured to meet the requirements of both local and internationally mobile employees. End of Service and Savings Plan solutions linked to final salary assist companies minimise costs whilst providing employees with a secure yet simple retirement solution to ensure employees leave service with an adequate pension.

### How can NSM help?

When looking to establish a corporate solution global employers can choose from a number of options to meet their requirements and that of their employees. The Plan can be a standard or tailored arrangement that can incorporate one or more of the key benefits highlighted over the page. The NSM team bring many years of experience working with companies and their advisors to ensure that the most appropriate structure is established.

Some of the key benefits and types of solutions are detailed below:

## International Pension and Savings Plan

- Multiple employers within a group can join the same IPP with single or multiple payroll
- Can be offered to all senior executives and expatriate employees / design flexibility
- No limits on contributions or value of fund that can be accumulated
- Recognised Pension with approval from Guernsey Income Tax Authority (dependent on plan design)
- Freedom of investment choice
- Income and Gains roll up tax free
- Option to take gross sum as lump sum with no tax deductions on leaving service or retirement

## Examples of Middle East Solutions

Local/International Savings Plan	International Pension/ Savings Plan approved by Guernsey Income Tax Authority	End of Service Gratuity Plan (“EOSG”)
Employer & Employee contributions (with vesting)	Employer & Employee Contributions	Employer & Employee Contributions. Employer to be in lieu of EOSG liabilities
Investment flexibility/typically small ranges	Investment flexibility/tailored approach access to Sharia funds if needed.	Small Investment range to ensure EOSG obligations met
Assets held off balance sheet	Assets held off balance sheet	Assets held off balance sheet
Distributions can be paid on leaving service	Distributions on both retirement and early retirement and/or leaving service*	Distribution on leaving service in lieu of the companies EOSG liabilities

### Nicola McGall ACIS

#### Director

NEW STREET MANAGEMENT LIMITED

**T:** +44 (0) 1481 755876

**F:** +44 (0) 1481 713369

**E:** nicola.mcgall@nsmtrust.com

### Simon Graham CTA

#### Director

NEW STREET MANAGEMENT LIMITED

**T:** +44 (0) 1481 755880

**F:** +44 (0) 1481 713369

**E:** simon.graham@nsmtrust.com

### Chantelle Boyd Dip ICSA

#### Assistant Manager

NEW STREET MANAGEMENT LIMITED

**T:** +44 (0) 1481 755860

**F:** +44 (0) 1481 713369

**E:** chantelle.boyd@nsmtrust.com

It is important to note that it is the responsibility of the Employer to ensure that legal and or tax advice are sought on behalf of themselves and employees and is specific to their own individual circumstances. \*The above information assumes that the location of the Trust will be Guernsey.

