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welcome to:
explore your options at
retirement.

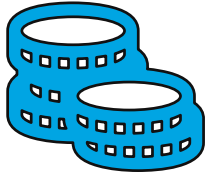
about us.

We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

Established in 2005, we work with hundreds of organisations across both the private and public sector.

Our financial education services are delivered on a bespoke basis.

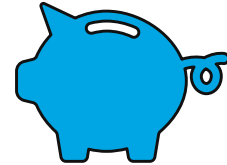
what we'll cover today.



Can you afford to retire?



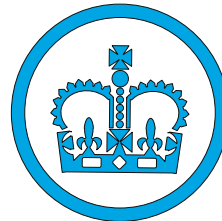
The State Pension



Your workplace pension



Inflation, savings & investments



Personal Taxation



Next steps

can you afford to retire?

retirement could last a long time.

Average life expectancy at age 65

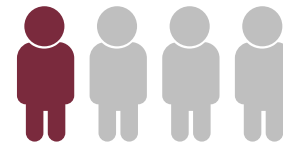


1 in 4 chance of reaching age:



94

1 in 4 chance of reaching age:



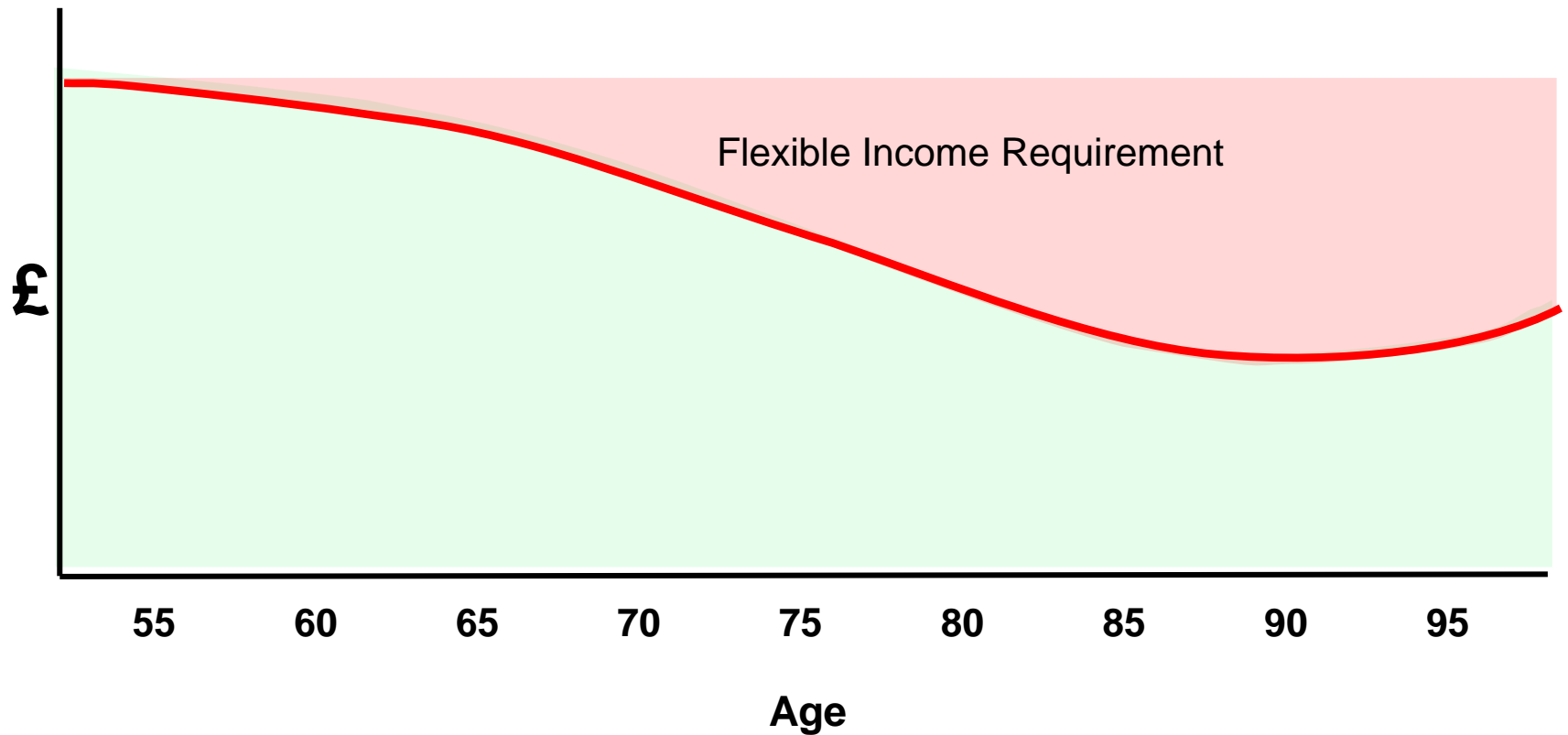
92

Source: Office of National Statistics. Figures are based on life expectancy in the UK.

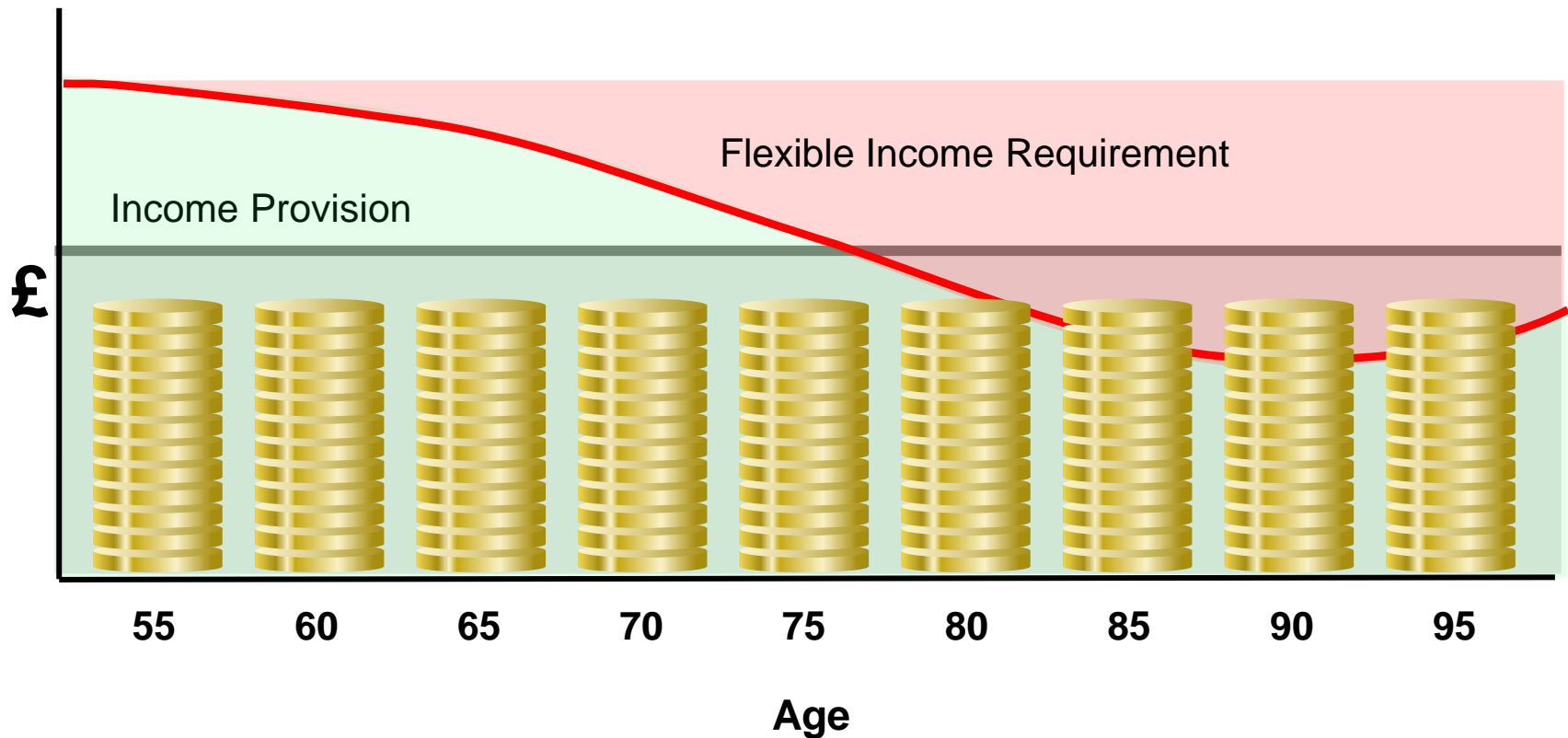
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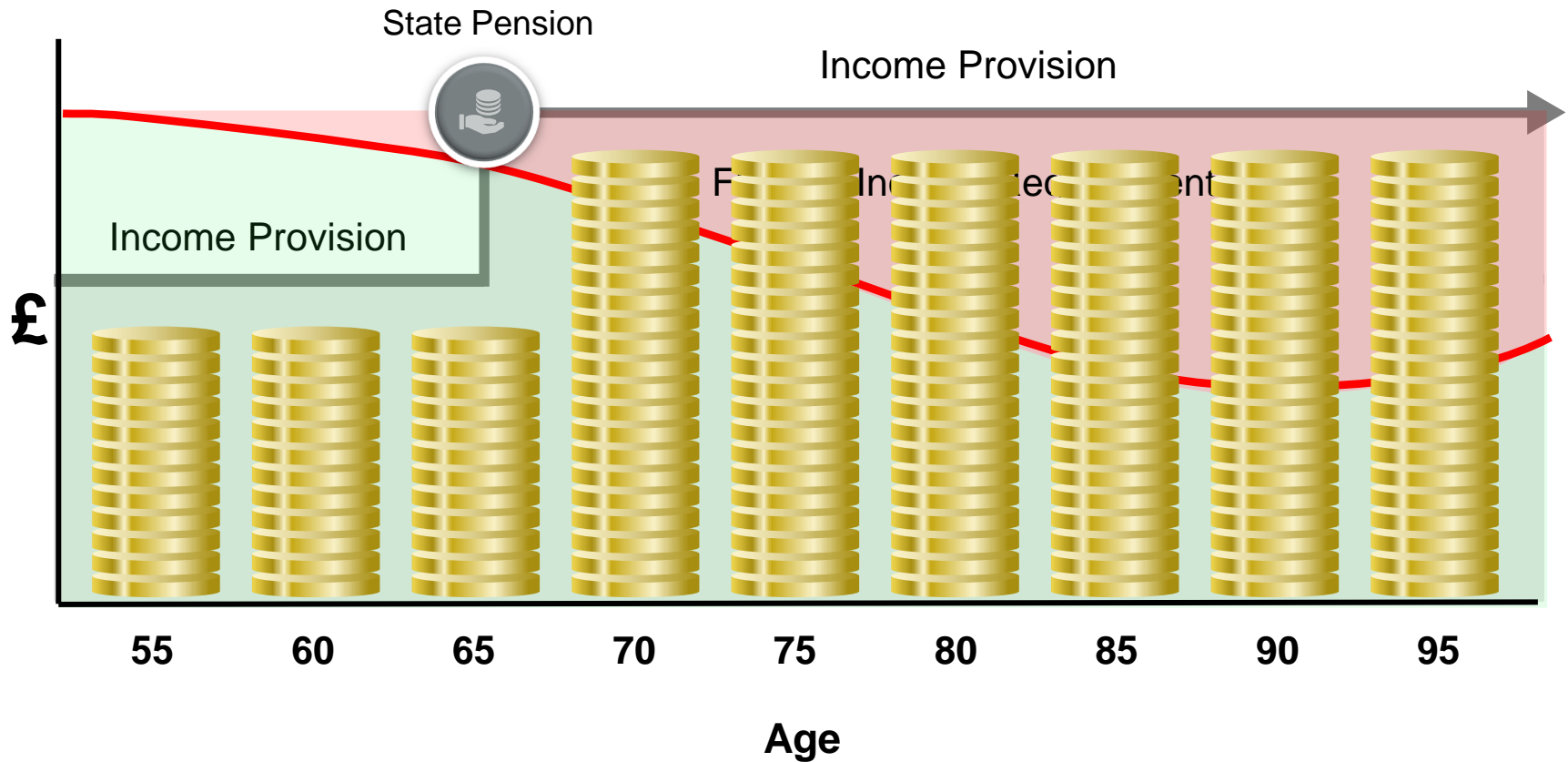
changing income needs.



changing income needs.



changing income needs.



rates of income tax 2022/23.

Personal Allowance

on the first
£12,570*



£12,570*

Basic Rate Tax

on the next
£37,700



£50,270

Higher Rate Tax

on the next
£99,730



£150,000

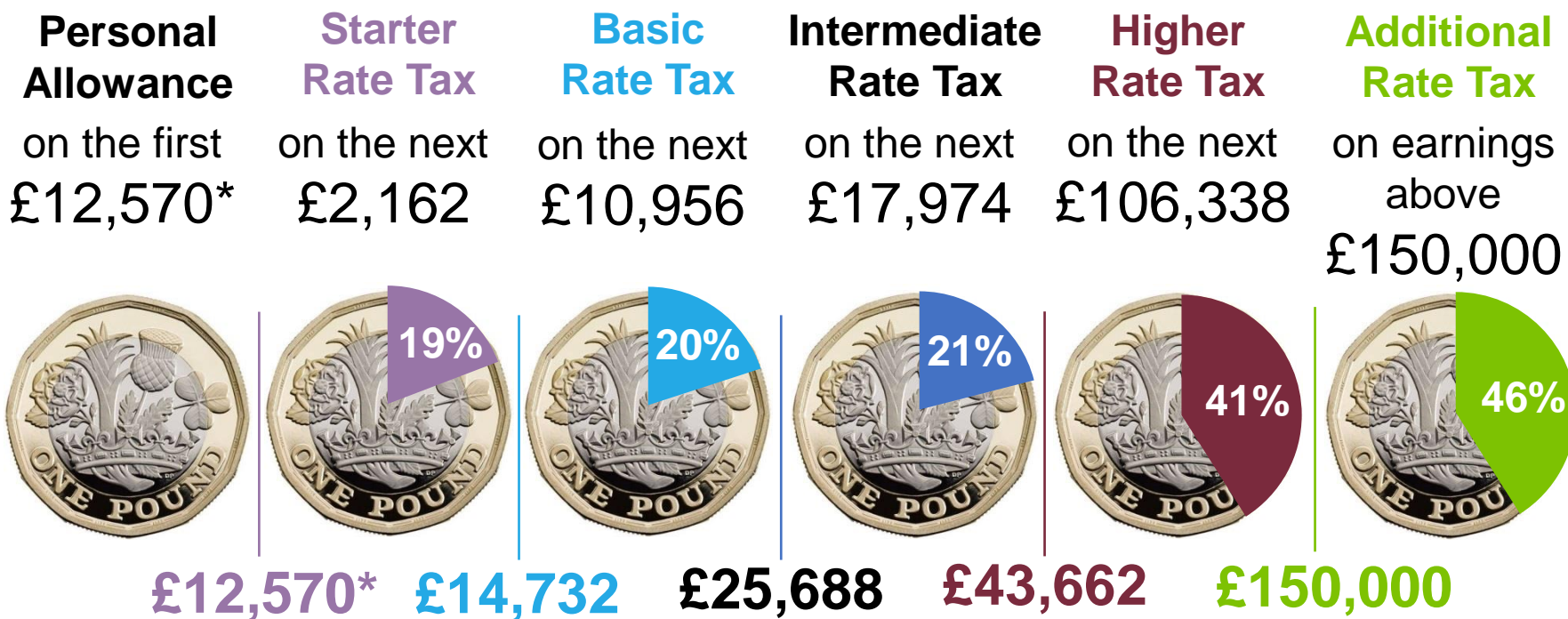
Additional Rate Tax

on earnings above
£150,000



*The Personal Allowance reduces by £1 for every £2 of income above £100,000.

Scottish rates of income tax 2022/23.

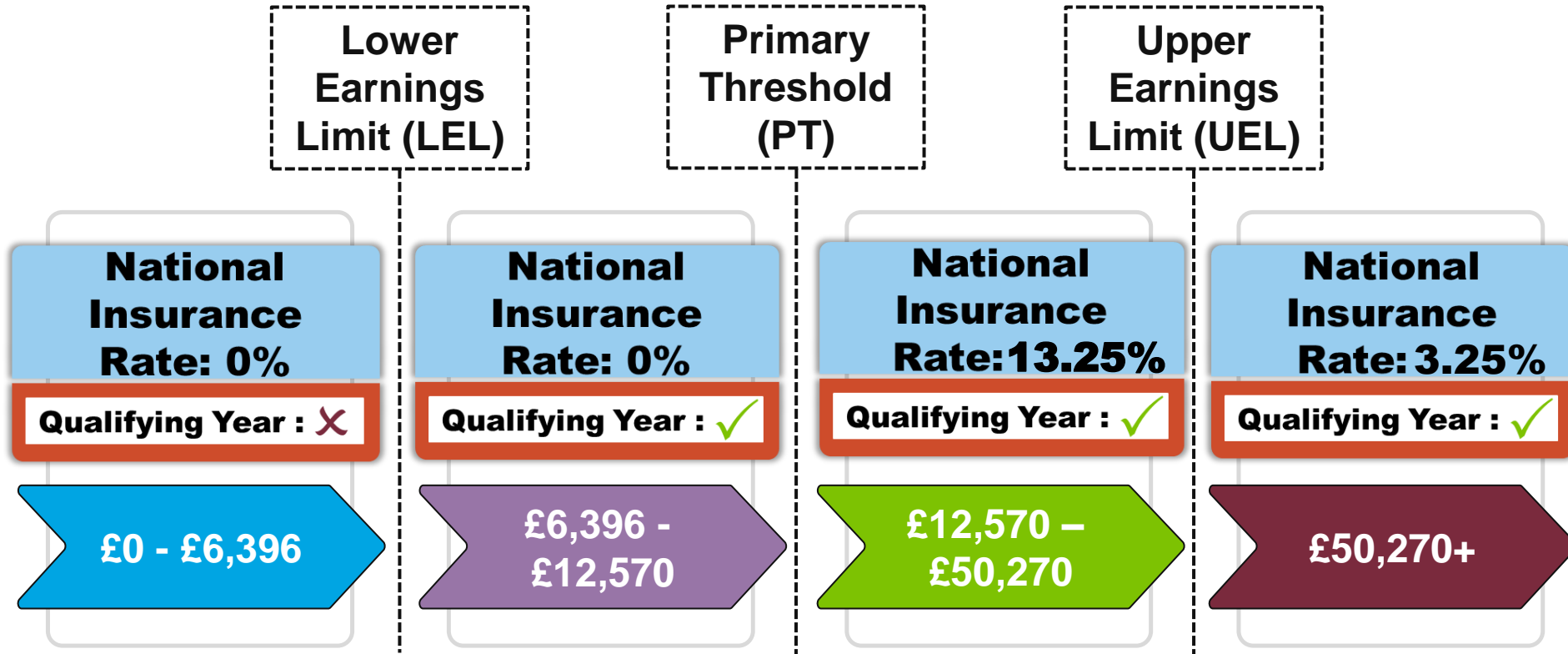


Scottish rates apply to: ✓ Earnings ✓ Pension income ✓ Rental income

They do not apply to: ✗ Savings ✗ Dividends ✗ Capital gains tax

*The Personal Allowance reduces by £1 for every £2 of income above £100,000.

National Insurance 2022/23.



can you afford to retire?

£30,000 annual salary

 Income Tax	>>>	Costs pa: £3,826
 National Insurance	>>>	£2,071
 Pension contributions*	>>>	£1,800
 Mortgage	>>>	£4,500
 Loans	>>>	£2,400
	
	Remaining:	£15,403

£15,000 retirement income

 Income Tax	>>>	Costs pa: £486
	
	Remaining:	£14,514

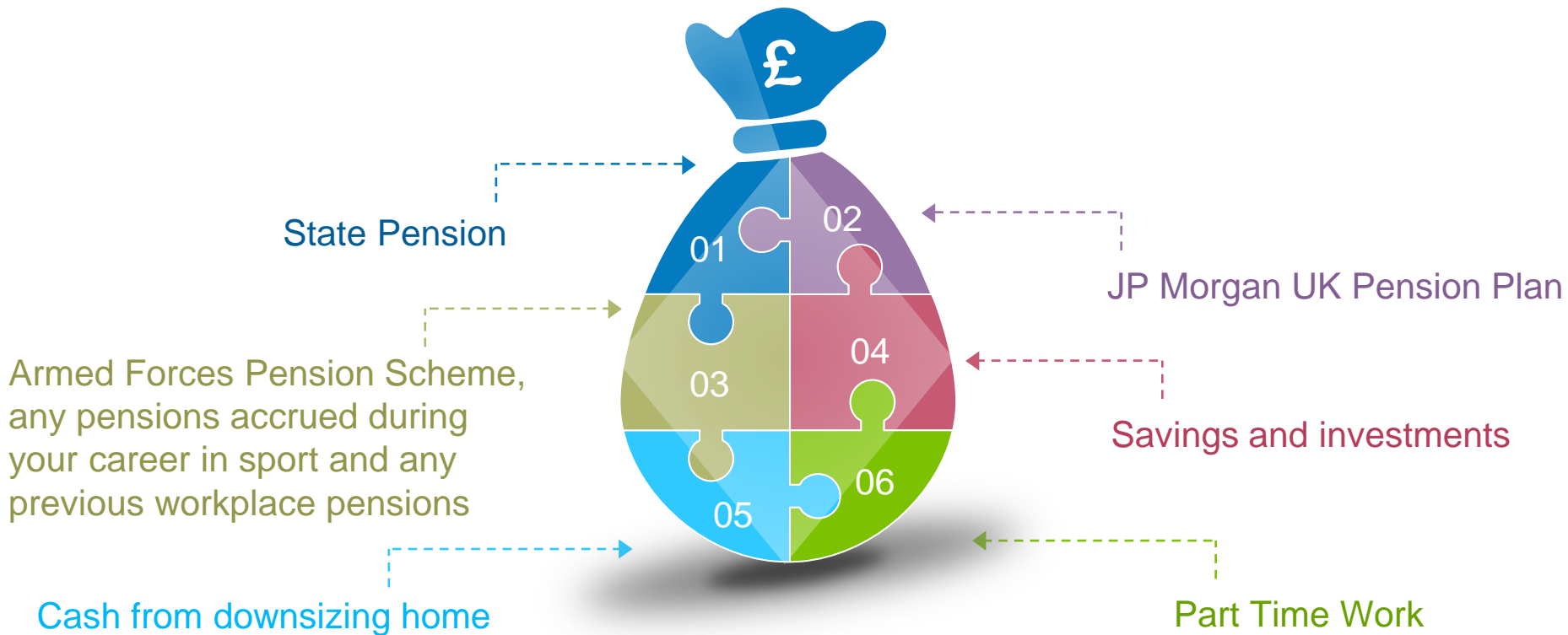
*assumes pension contributions of 6% pa through a salary sacrifice arrangement

Tax bands and rates are different in Scotland

WEALTH at work

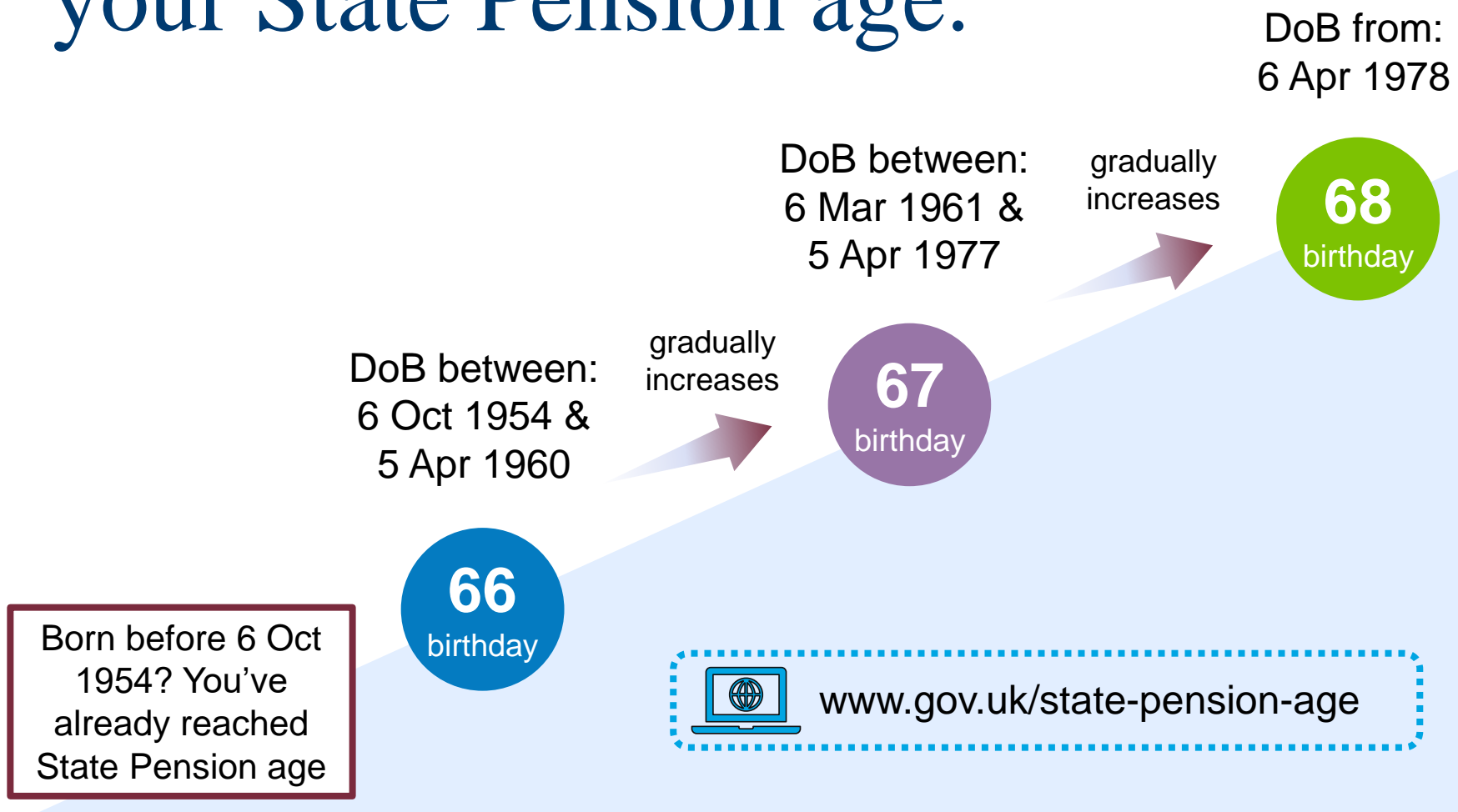
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where is the money coming from?



the State Pension.

your State Pension age.



The Government intends to bring forward the State Pension age transition from 67 to 68 affecting those born between 6th April 1970 and 5th April 1978 - if adopted those affected will reach State Pension age between their 67th & 68th birthdays

State Pension forecast.

Your State Pension summary

You can get your State Pension on 25 June 2035.
Your forecast is

£185.15 a week
£805.07 a month, £9,660.86 a year

Your forecast

- is not a guarantee and is based on the current law
- does not include any increase due to inflation

You need to continue to contribute National Insurance to reach your forecast

Estimate based on your National Insurance record up to 5 April 2022

£132.25 a week

Forecast if you contribute another 10 years before 5 April 2035

£185.15 a week

Get help

Helpline: 0800 731 0181

Textphone: 0800 731 0176

Monday to Friday: 8:30am to 3.30pm



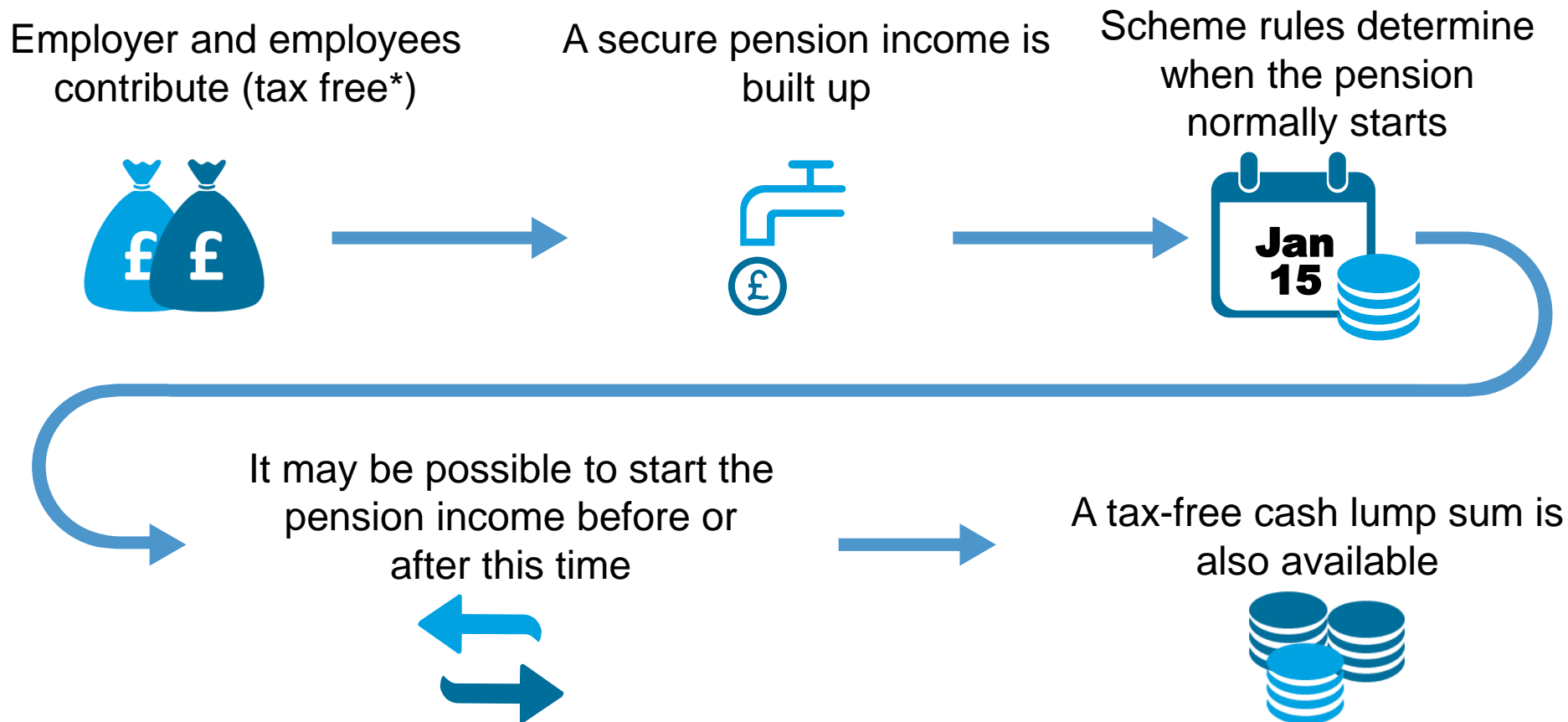
www.gov.uk/check-state-pension

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workplace pensions.

defined benefit (DB) schemes.



*subject to HMRC limits

how to calculate a DB plan.



**Accrual
rate**

(e.g. 1/60)

The proportion of
your earnings you'll
get as a pension for
each year as a
member



**Pensionable
earnings**

(e.g. 1/60 X £25,000)

Usually salary at
retirement or career
average



DB income

(e.g. = £416pa)

Your DB income
in retirement

defined contribution (DC) schemes.

Employer and employees
contribute (tax free*)



Any investment
growth is tax-free



You can access your
pension from age 55**



Receive up to 25%
tax free



Receive a taxable lump sum or generate
a taxable income with remaining pot



*subject to HMRC limits

**The minimum age for accessing your pension is expected to increase to age 57 from 6 April 2028. Pension savings in certain schemes may be protected from this change.

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former athletes & pensions.

If you are a retired athlete you may have a pension that accrued during your sports career – this could be a pension:

- provided by a former employer
- provided by sport association, such as the Professional Footballers Association (PFA)
- taken out in your own name



Under old HMRC rules, if you opened the pension on or before 5 April 2006 and you were in a sports-related job you may be able to access your pension from the age of 35*



This feature may be lost if you transfer your pension to another scheme and it's not part of a block transfer

* If you take a pension before 50, your lifetime allowance will be reduced by 2.5% for each complete year between the time you take the pension and the normal minimum pension age (currently 55)

previous pension arrangements.



Old Pensions

Check back through statements and documents to find out more information on your old pensions – if you haven't received an annual statement recently contact the provider



Lost pensions

The Pension Tracing Service will help you find contact details for an old pension scheme so you can get in touch with them directly



Transferring into your JPM Pension Plan

It may be possible to transfer an old pension into your JPM pension – you will need to contact Willis Towers Watson on 01737 227 589 for more information

Willis Towers Watson will not provide you with any advice

If you're thinking about transferring, check you won't lose valuable guarantees or benefits
If you're not sure what's right for you, please seek regulated financial advice



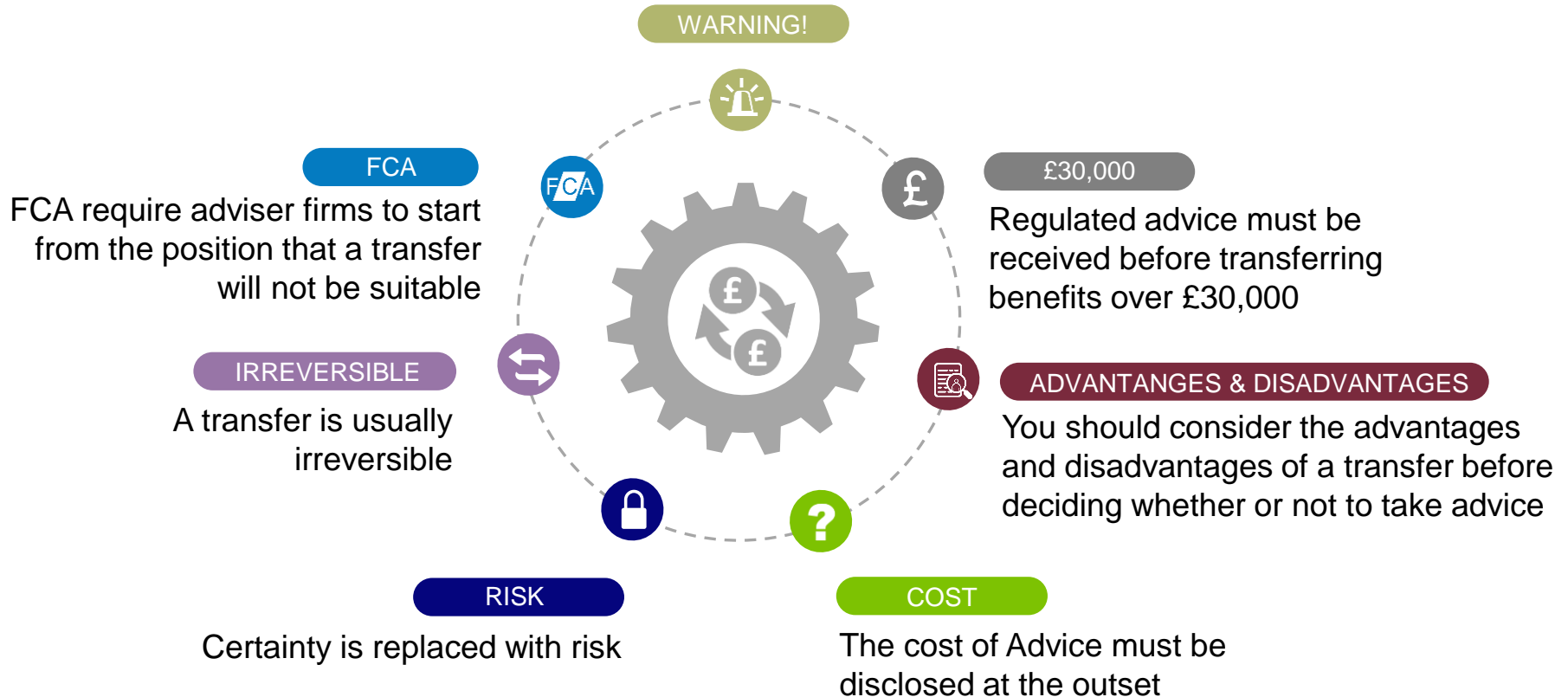
www.gov.uk/find-pension-contact-details

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transferring from DB to DC.

WARNING - transferring out of a defined benefit (DB) scheme could damage your wealth!



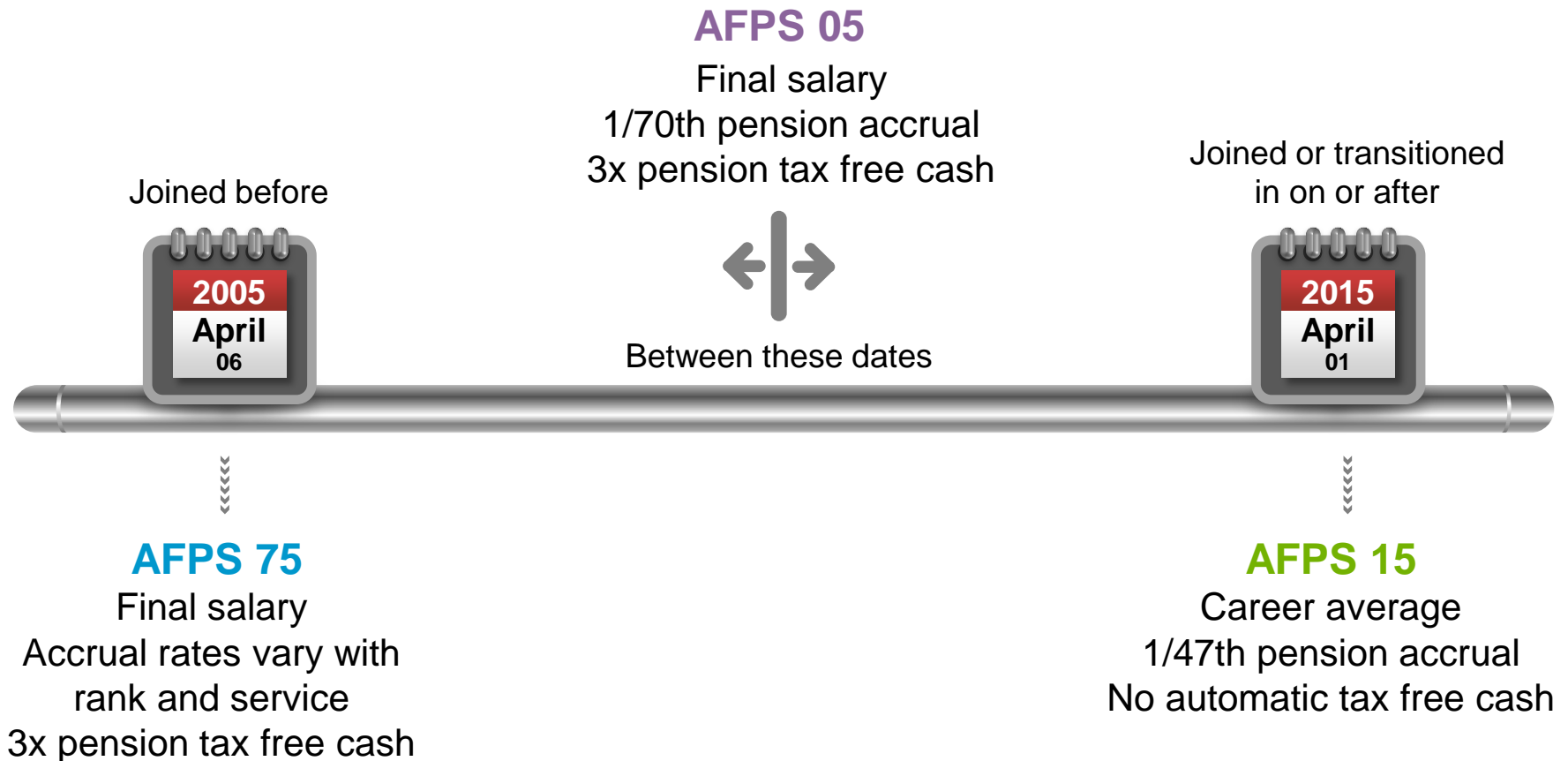
The Armed Forces Pension Scheme is a unfunded public sector scheme that can only be transferred to another qualifying DB scheme

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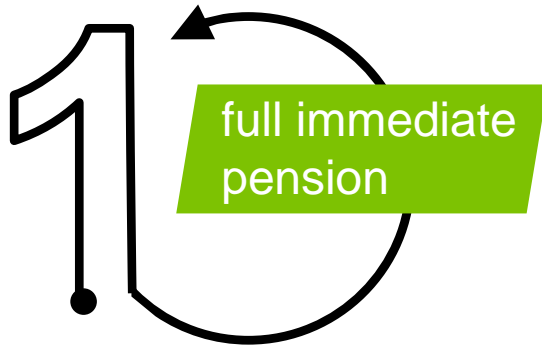
the Armed Forces Pension Scheme (AFPS).

Armed Forces Pension Scheme.



AFPS 75 – increase in payment.

Your age and service determines when you will receive your pension:



If you left the Service at age 55 or over and completed 34 years' Service (as an Officer) or 37 years' (as Other Rank)



If you left the Service before age 55 and completed 16 years' or more Service (as an Officer) or 22 years' (as Other Rank)

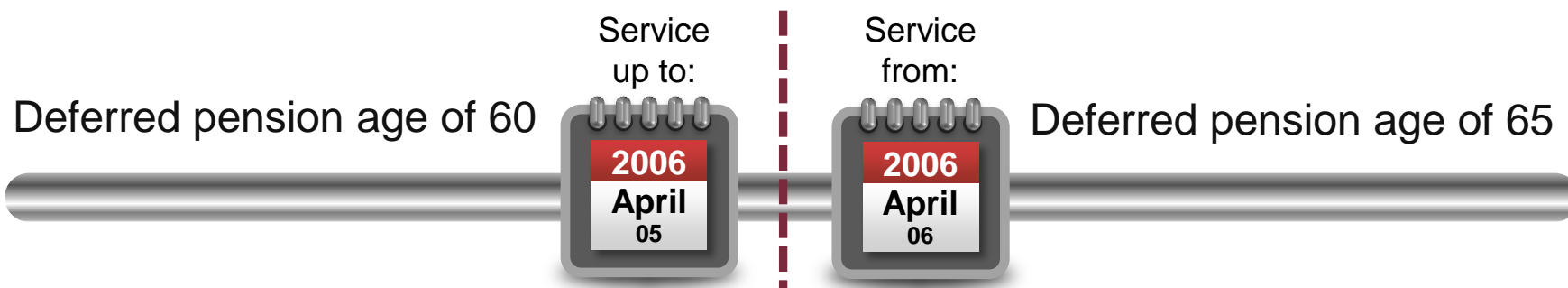


If you did not meet the required years to receive an immediate pension, you will be entitled to a deferred pension

- The immediate pensions are paid at a fixed rate until you reach the age of 55*
- At 55, it will be increased to take account of the total rise in the cost of living since your service ended
- From 55, it will increase annually in line with the Consumer Price Index (CPI)

* If you're in receipt of an ill-health pension it will receive CPI increases from the point of payment

AFPS 75 – deferred pension.



CPI

- Your pension will be adjusted by CPI each year until you draw your benefits and then every year thereafter



- You can claim these benefits at different times



- You can take service built up from 6 April 2006 from the age of 60
- Your pension will be reduced by approximately 4% for each year you retire early*

* Automatic tax free cash will also face a reduction of around 3% for each year you retire early

AFPS 05 – summary.

Your age when you left the service determines when you receive your pension:



♦ You should be in receipt of an immediate pension



♦ You will be a deferred member who is entitled to a deferred pension paid at age 65

Deferred Pension

CPI

- Your pension will adjusted by CPI each year until you draw your benefits and then every year thereafter



- You can take early retirement from your deferred pension from the age of 55
- Your pension will be reduced by approximately 4% for each year you retire early*

* Automatic tax free cash will also face a reduction of around 3% for each year you retire early

AFPS 15 – summary.

Your age when you left the service determines when you receive your pension:



♦ You should be in receipt of an immediate pension



♦ You will be a deferred member who is entitled to a deferred pension paid at State Pension Age

Deferred Pension

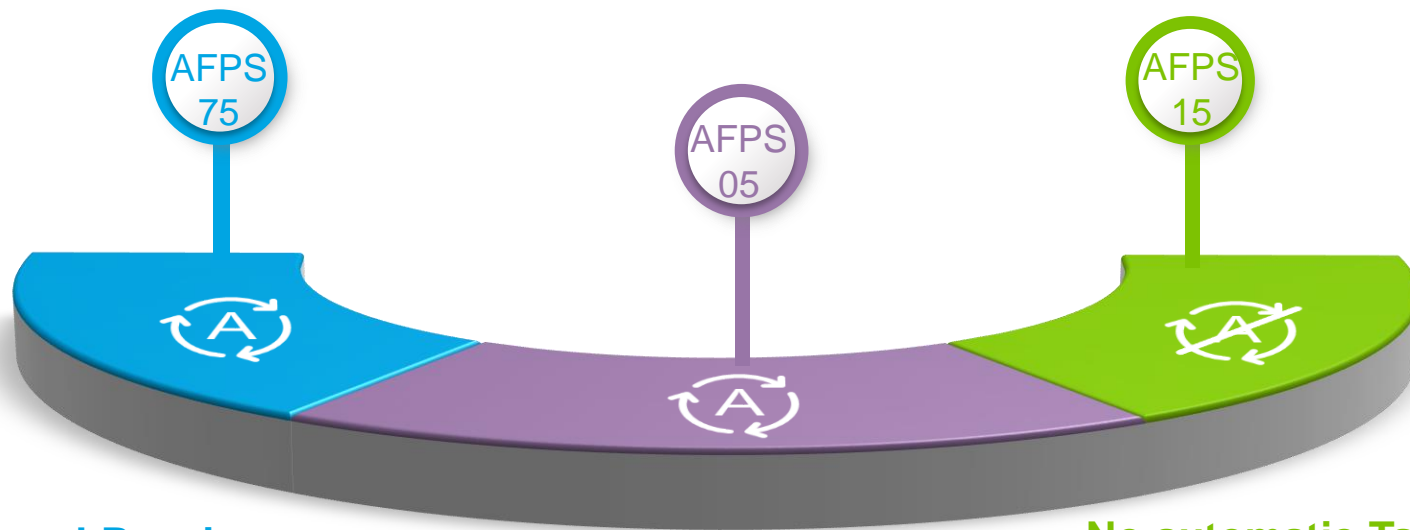
CPI

- Your pension will be adjusted by CPI each year until you draw your benefits and then every year thereafter



- You can take early retirement from your deferred pension from the age of 55
- Your pension will be reduced by approximately 4% for each year you retire early

tax free cash (TFC) at retirement.



3 x Annual Pension

3 x Annual Pension
Option for Inverse Commutation

No automatic Tax Free Cash
Option for Commutation

AFPS 05 Inverse Commutation

You have the option to 'give up' your tax free cash in order to increase the amount of taxable pension payable to you and your dependants

AFPS 15 Commutation Rate

£1 
pension income



£12 
tax free cash

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McCloud - who is affected?



You joined the AFPS on or before 31 March 2012

AND



You were a member of the scheme on or after 1 April 2015



You are not affected if you joined the AFPS after the 31 March 2012



You are not affected if you left the AFPS on or after the 1 April 2015

McCloud & your choice of benefits.

Deferred Choice Underpin

At retirement, you'll be given the choice between:

legacy scheme **AFPS 1975** or reformed scheme **AFPS 2015**
AFPS 2006

benefits for the remedy period

The Remedy Period



The Government will introduce new legislation and intends for systems to be in place by 1 October 2023 to offer you this choice at retirement

If you retire before this date you will be contacted & any change in benefits will be backdated

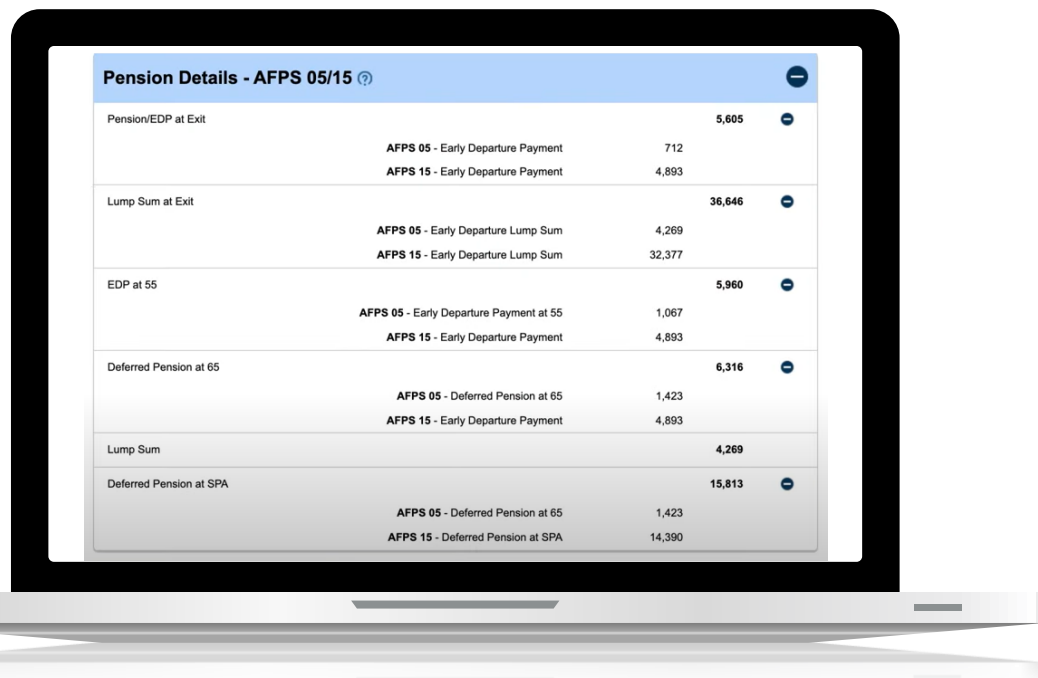
keeping track of your AFPS.

You will need to request a pension forecast by submitting AFPS Form 14, found on the link below

A forecast will show you:

- What your pension is worth
- What it is projected to be when you retire
- Your retirement date

You are entitled to one free pension forecast per year



The screenshot shows a 'Pension Details - AFPS 05/15' page with a table of pension components. The table is organized into sections with expandable/collapsible icons on the right. The data is as follows:

Pension Details - AFPS 05/15 ?		
Pension/EDP at Exit		5,605
AFPS 05 - Early Departure Payment		712
AFPS 15 - Early Departure Payment		4,893
Lump Sum at Exit		36,646
AFPS 05 - Early Departure Lump Sum		4,269
AFPS 15 - Early Departure Lump Sum		32,377
EDP at 55		5,960
AFPS 05 - Early Departure Payment at 55		1,067
AFPS 15 - Early Departure Payment		4,893
Deferred Pension at 65		6,316
AFPS 05 - Deferred Pension at 65		1,423
AFPS 15 - Early Departure Payment		4,893
Lump Sum		4,269
Deferred Pension at SPA		15,813
AFPS 05 - Deferred Pension at 65		1,423
AFPS 15 - Deferred Pension at SPA		14,390



www.gov.uk/guidance/pensions-and-compensation-for-veterans

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claiming a deferred AFPS pension.



A deferred pension is not paid automatically – you need to claim it



You should apply for it approximately 3 to 6 months before it is due to come into payment



To claim the pension, you'll need to complete Form 8, which can be found on the following link:



www.gov.uk/guidance/pensions-and-compensation-for-veterans

Ministry of Defence
Armed Forces and Reserve Forces Pension Schemes
Armed Forces Pension Schemes Application Form

CLAIM FOR PAYMENT OF PRESERVED PENSION BENEFITS
Please make sure you answer all the relevant questions and complete the form in block capitals.
If you need help contact JPAC on 0800 085 3600

This form should be completed and despatched to the address given on Page 7 (AFPS75 / FTRS97 / AFPS05 / RFP505 / AFPS15) immediately if permanently incapacitated. (AFPS75 / FTRS97) 3 months before your 60th birthday or 3 months before your 65th birthday (you can claim the element of pension due at 65 on an actuarially reduced basis at age 60). (For FTRS you can claim deferred benefits due at 65 on an actuarially reduced basis at any time between age 60 and age 65). (AFPS05 / RFP505) 3 months before your 65th birthday or from age 55 on an actuarially reduced basis. (AFPS15) 3 months before reaching State Pension age or from age 55 onwards on an actuarially reduced basis.
AFPS 75 Applicants who have Military Service which spans 05 Apr 06, will have to submit two claims one at age 60 and another at age 65, to apply for that element of Pension due.

Part A - Your Details

Rank	First Name	Surname (in block capitals)	Service number

Title Mr, Mrs, Miss, Ms, Dr, Rev

National Insurance number

Date of Birth DD MM YY

Contact Address. All communications will be sent to this address.
Address

Postcode

Telephone number

Email Address

09/21 AFPS Pen Form 8

Part B - Application for Pension Benefits
(Please place a tick in the appropriate boxes below)

My pension is subject to a Pension Sharing Order ☐ Yes ☐ No

AFPS / AFPS05 / RFP505 / AFPS15 ☐

AFPS ☐

AFPS / FTRS97 / NRPS Pension/lump sum ☐

acted reckonable service before 5 April 2006 ☐

ment of age 65 benefits actuarially ☐

d after 5 April 2006 ☐

having served after 5 April 2006 ☐

55 ELEMENT

ariarily reduced pension from

your 60th and 65th birthday)

PS05 / RFP505 Pension benefits/lump ☐ Age 65

ariarily reduced pension from

your 55th and 65th birthday)

5 benefits, having reached State Pension ☐

ariarily reduced Pension from

your 55th birthday and State Pension

ond State Pension Age until

on to raise a lump sum as an amount £

(minimum of 25%) %

2 AFPS Pen Form 8

JP Morgan UK Pension Plan.

JP Morgan UK Pension Plan.


Contribution as % of Pensionable Salary each year							
Company core	6%	6%	6%	6%	6%	6%	6%
Employee match	0%	1%	2%	3%	4%	5%	6%
Company match	0%	1%	2%	3%	4%	5%	6%
TOTAL ANNUAL	6%	8%	10%	12%	14%	16%	18%


- You can elect to make an employee contribution of greater than 6%
- However the maximum employer contribution is 12%



salary sacrifice.

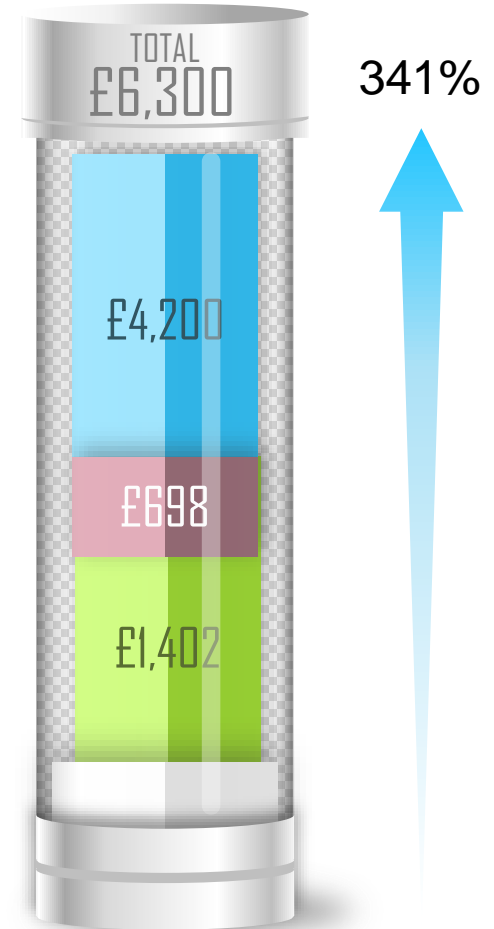
- Annual Salary = £35,000
- Employee Contribution = £2,100pa (6%)
- Tax Saving = 20%
- NI Saving = 13.25%
- Personal Cost = £1,402pa
- Employer Contribution = £4,200pa (12%)

 Employer contribution (12%)

 Tax & NI savings

 Employee contribution (6%)

Tax bands and rates are different in Scotland



salary sacrifice.

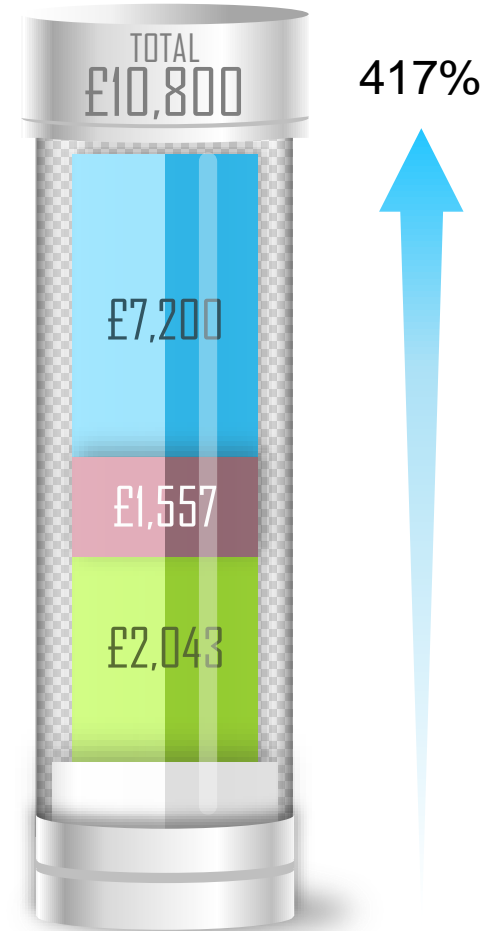
- Annual Salary = £60,000
- Employee Contribution = £3,600pa (6%)
- Tax Saving = 40%
- NI Saving = 3.25%
- Personal Cost = £2,043pa
- Employer Contribution = £7,200pa (12%)

 Employer contribution (12%)

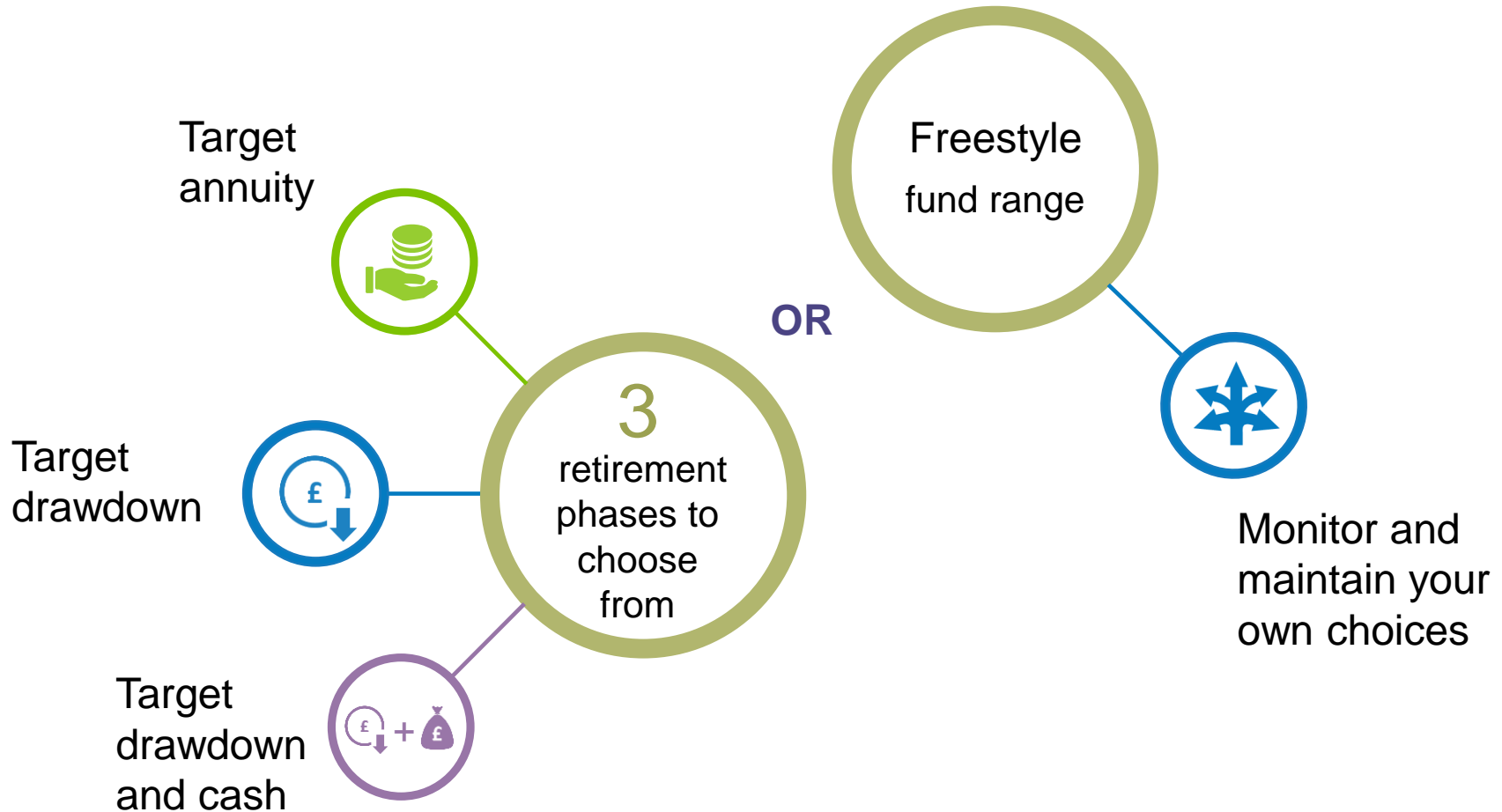
 Tax & NI savings

 Employee contribution (6%)

Tax bands and rates are different in Scotland

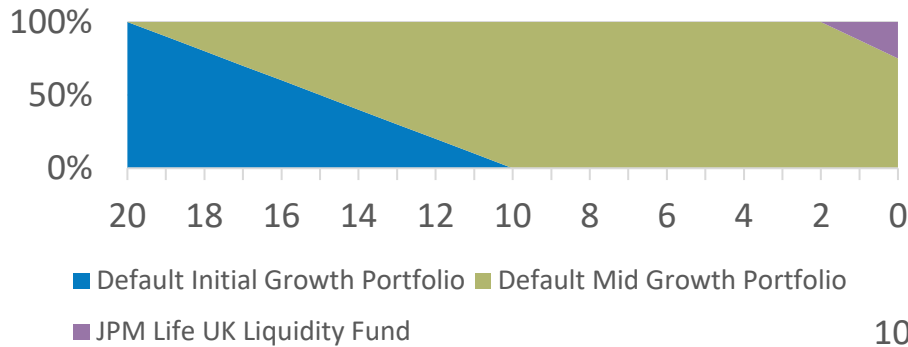


your investment options.

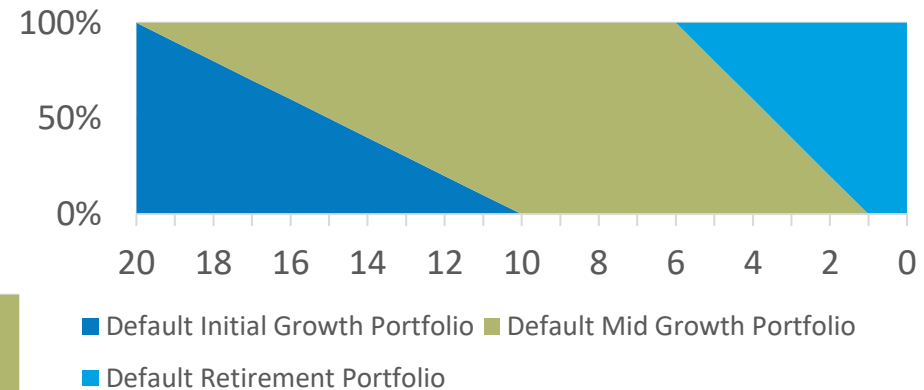


investing your pension.

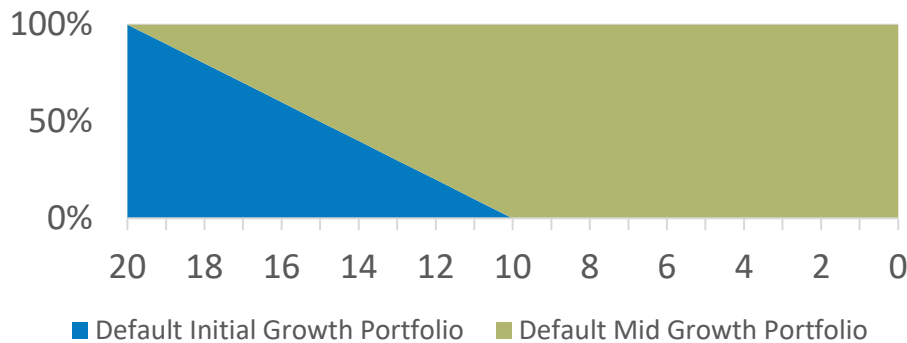
Target Drawdown and Cash



Target Annuity

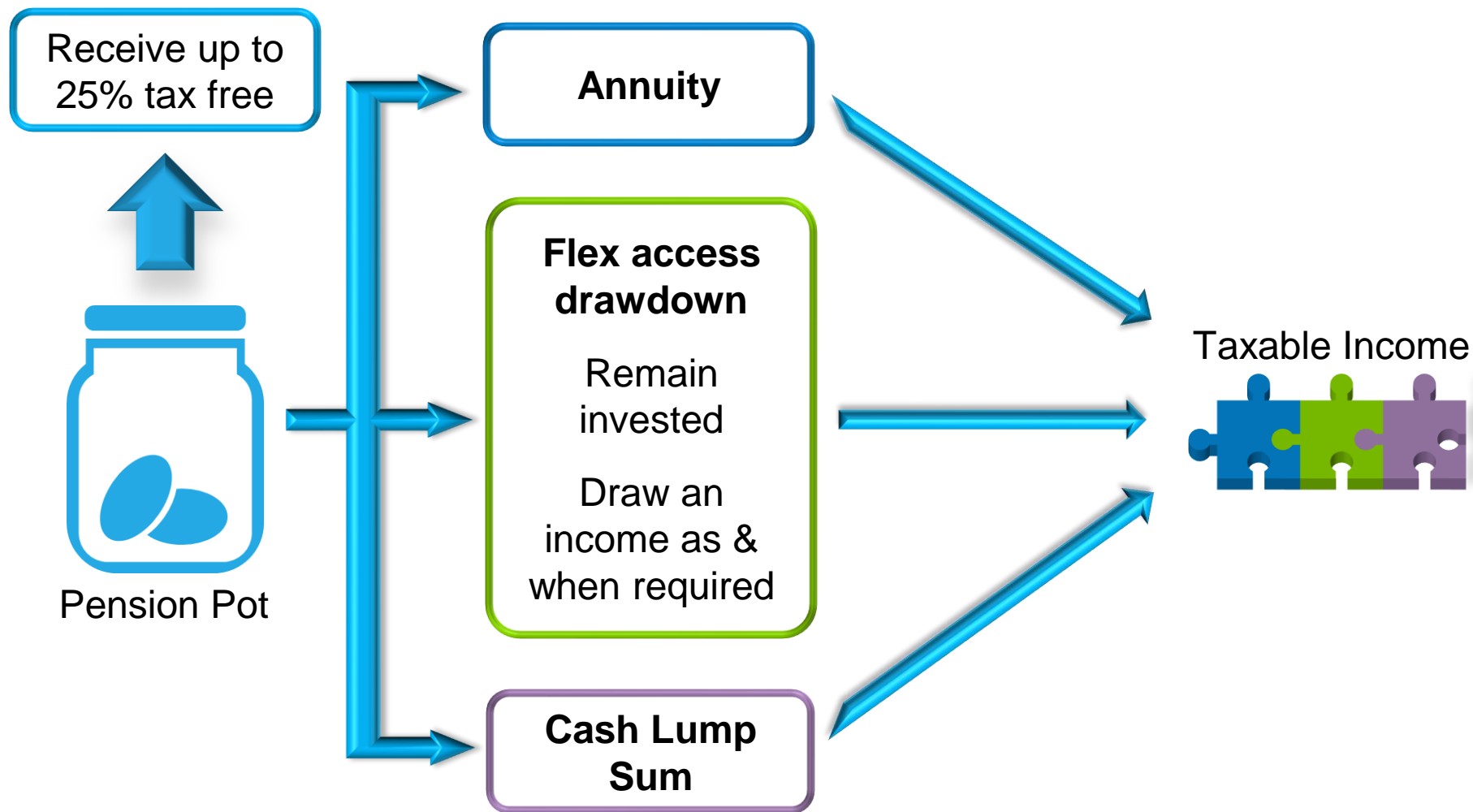


Target Drawdown



generating a retirement
income from a DC pension.

DC retirement income options.



buying an annuity.

Receive up to 25% as a
tax free lump sum

Choose from options including

- A guarantee period
- Inflation linking
- Spouse/partner income

Buy an annuity
with the remainder

The income level you
receive will be determined
by your circumstances e.g.
health and lifestyle factors

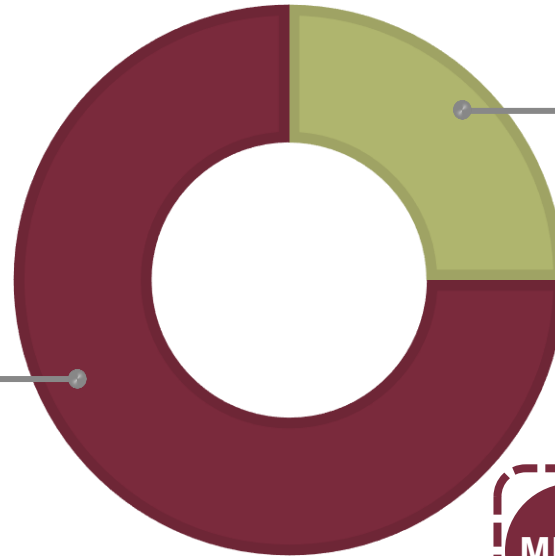


This will provide a secure
income throughout your
retirement

cash lump sum.



Also known as Uncrystallised Fund Pension Lump Sum or UFPLS



75%

subject to income tax

25%

tax free cash

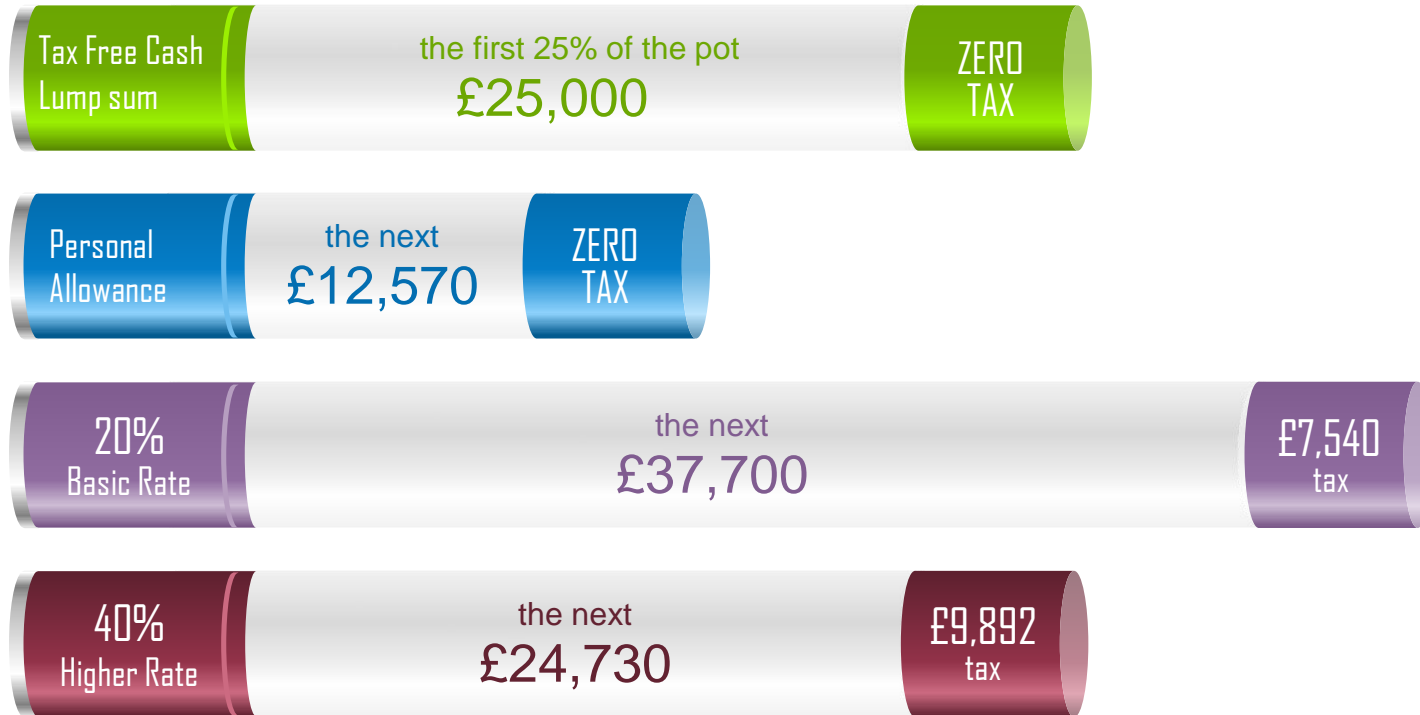
MPAA

Taking a single cash lump sum triggers the MPAA

Case Study

- DC pension pot of £100,000
- Chooses to draw the entire DC pension pot as one lump sum
- Has no other sources of income in the 2022/23 tax year

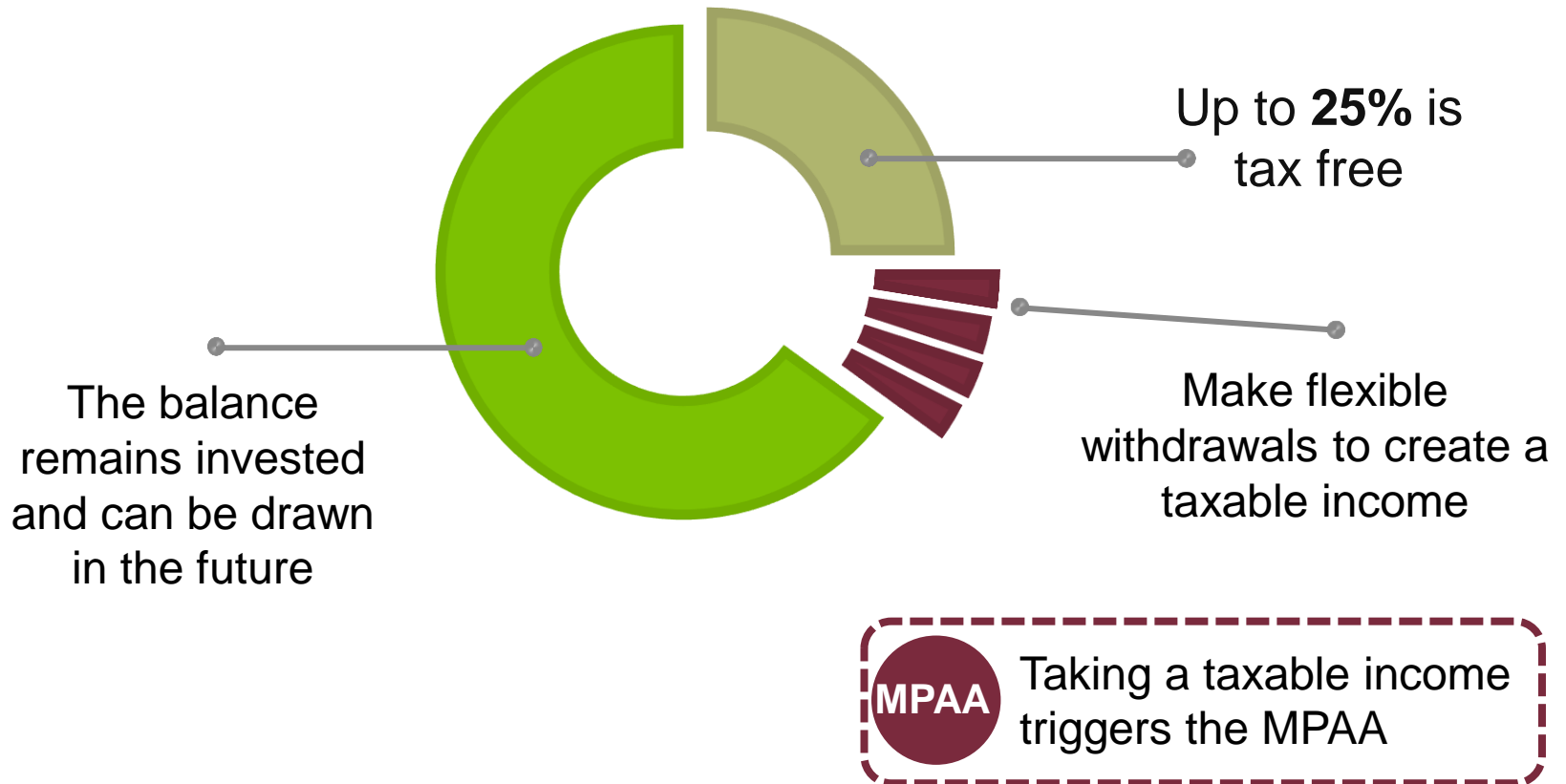
receiving a taxable cash lump sum.



Total tax charge of £17,432

Tax bands and rates are different in Scotland

flexi access drawdown.



limits on tax efficiency.

Annual Allowance (AA)

- The annual allowance is £40,000*
- This may be reduced if your total taxable income exceeds £200,000 or you flexibly withdraw taxable income from a DC scheme
- Carry forward may be available from up to the 3 previous tax years

Lifetime allowance (LTA)

- £1,073,100 – it is due to remain at this value until at least April 2026
- DB pensions are converted at 20:1
- DC pensions and tax free lump sums valued at monetary amount



If you think you may be affected, ask about this on your follow up call

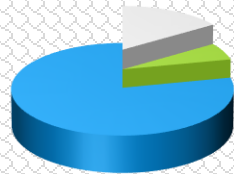
*Tax relief is only available on contributions up to the greater of 100% of relevant earnings or £3,600

money purchase annual allowance.

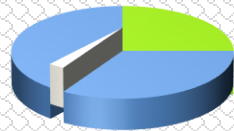
The Money Purchase Annual Allowance (MPAA) of £4,000 may apply if you draw money from your DC pension.

When it will apply ↘

Receiving a lump sum of taxable & tax-free money

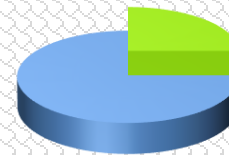


Drawing any amount of taxable money



↙ When it won't apply

Receiving only tax-free cash



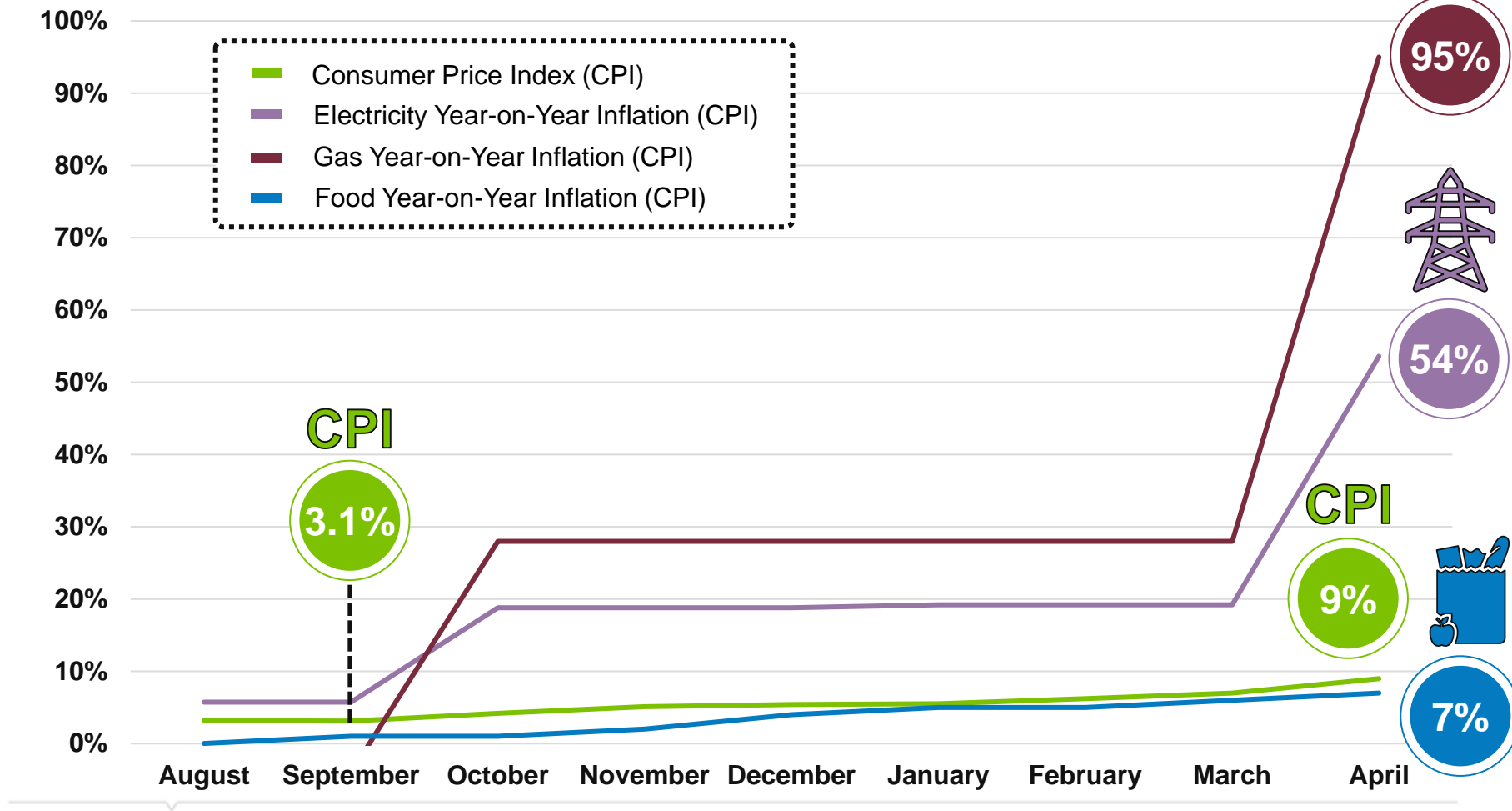
Buying a lifetime annuity



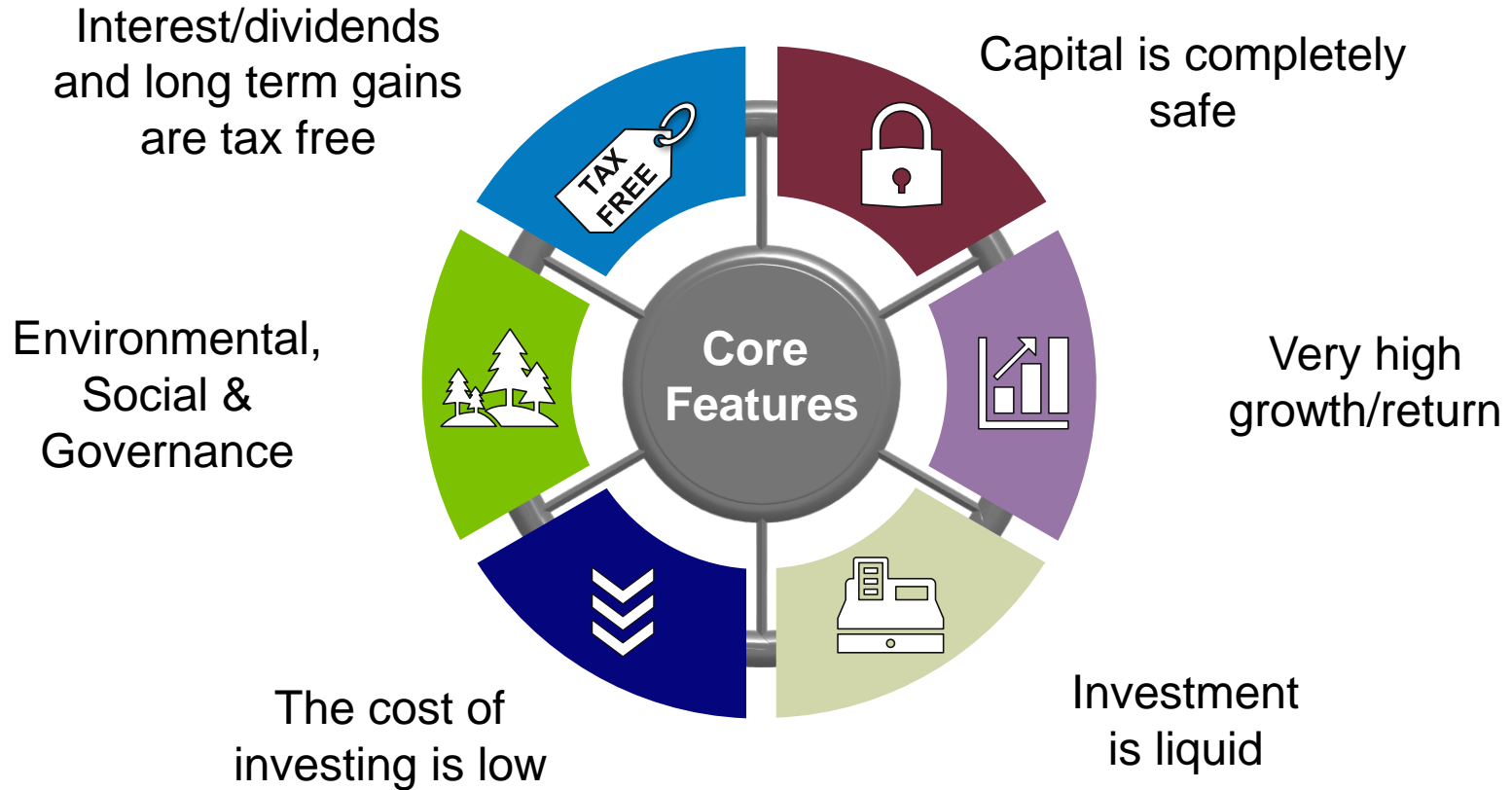
Carry forward is not available when the MPAA applies

inflation, savings and
investments.

cost of living increases.

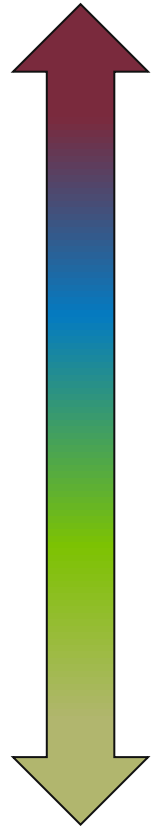


investment principles.



investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

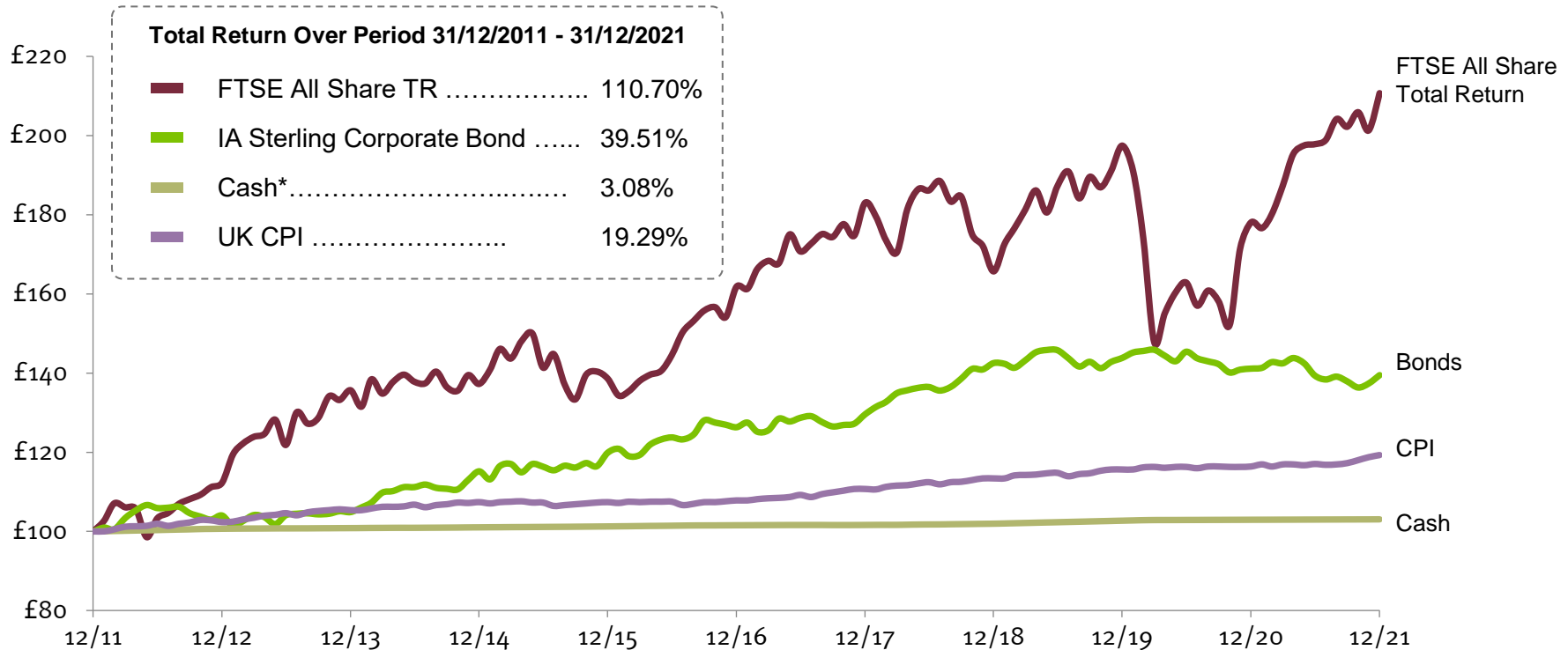


Cash

Inflation, Interest Rates,
Currency Exposure

risk and returns: the real world.

The value of £100 originally invested 31/12/2011 by 31/12/2021



This chart shows past performance which is not a reliable guide to the future

Source: Financial Express & Bloomberg

*Cash is calculated using: FE FER Cash Proxy from 31/12/2011 to 31/12/2018 and the UK Bank of England Base rate from 31/12/2018 to 30/12/2021.

WEALTH at work

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financial scams – protect yourself.

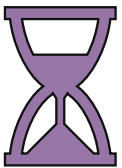


Reject unexpected offers and communications



Check who you're dealing with

Financial services register: <https://register.fca.org.uk/>
or 0800 111 6768



Don't be rushed or feel pressured



Get impartial information or advice before changing your pension arrangements



www.fca.org.uk/scamsmart

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personal taxation.

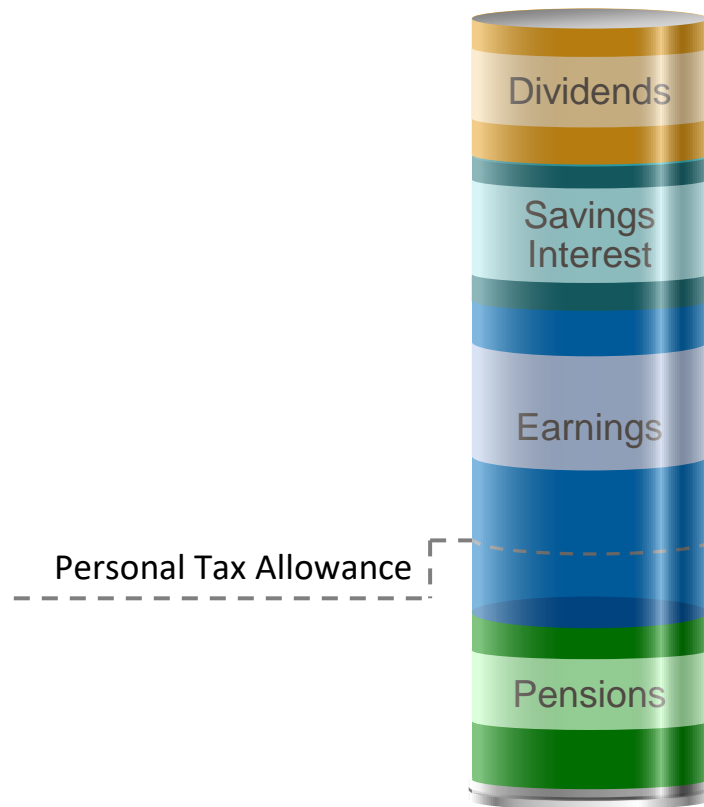
tax on your income.

Your income is taxed in a specific order. The income you receive in work may be taxed different to the income you receive in retirement.



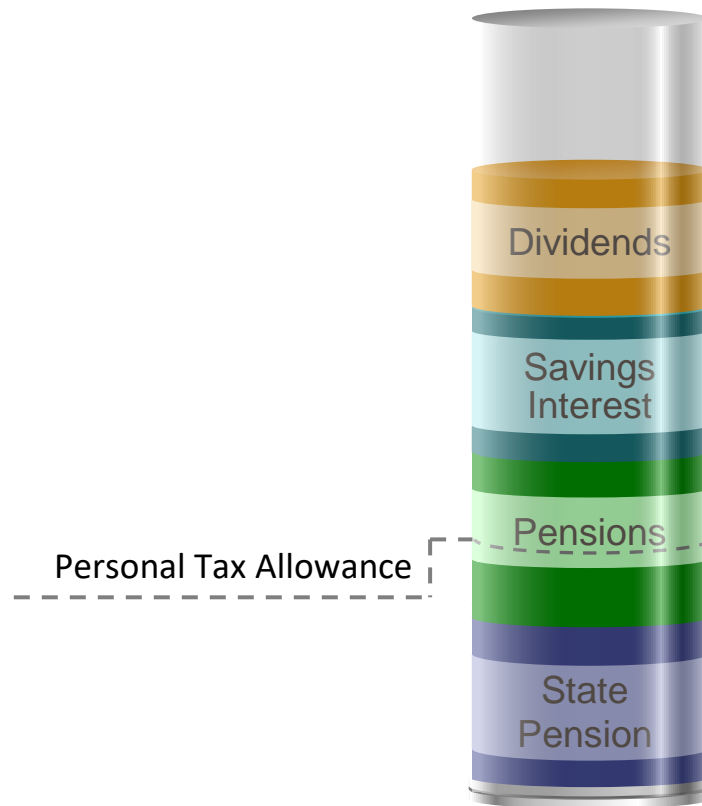
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taxation of State Pension.

The State Pension is taxable but it's not deducted at source

 HM Revenue & Customs	PAYE Coding Notice Tax code for the year 2022-23
Personal Allowance	£12,570
<i>Less your State Pension</i>	<u>£ 9,660</u>
Net Allowance	<u>£ 2,910</u>
Tax Code	291L



Check and see how your tax code is calculated by logging into your HMRC personal tax account:

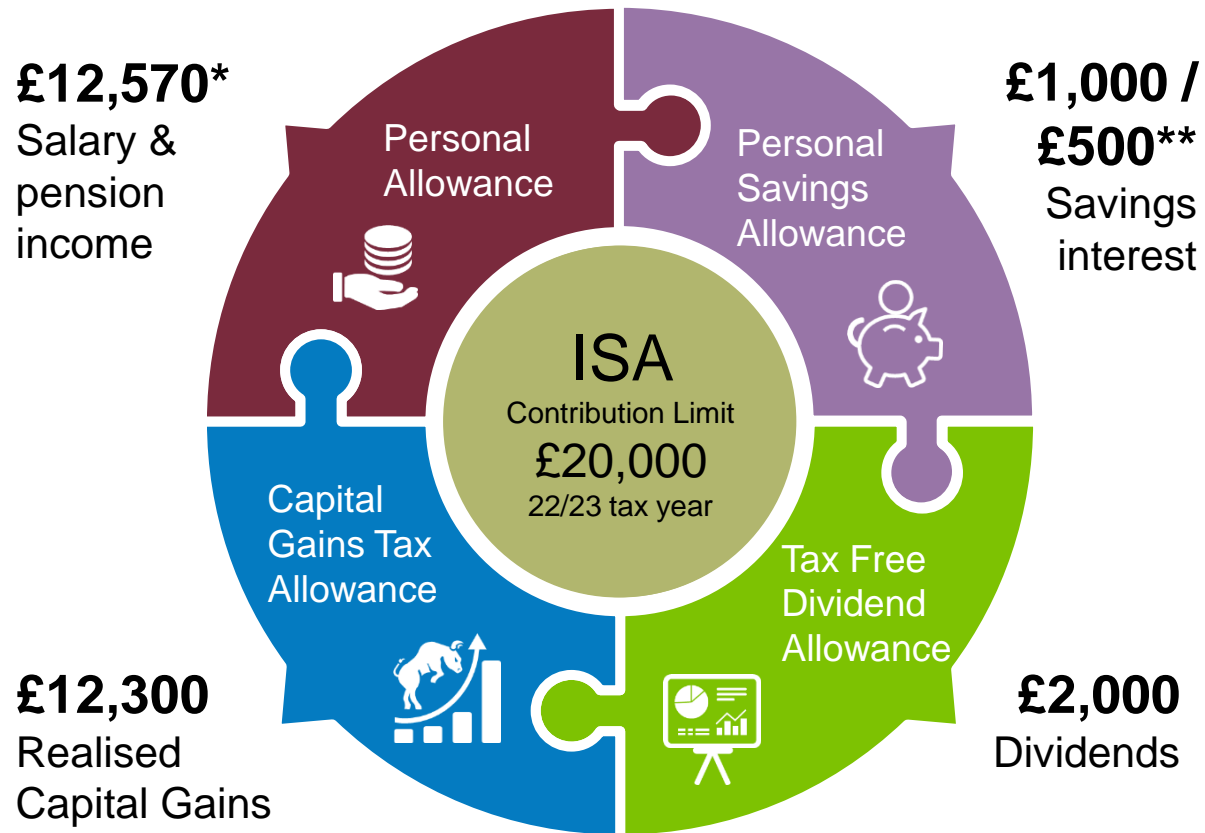
www.gov.uk/personal-tax-account

individual savings accounts (ISAs).

- An ISA protects your savings from taxation
- Interest and dividends are tax free
- Growth is free of Capital Gains Tax



tax allowances summary.



* Reduced for those with income over £100,000

** £1,000 for basic rate and £500 for higher rate tax payers. Additional rate tax payers do not have a Personal Savings Allowance

next steps.

taking action.

1. Calculate how your costs are likely to change in retirement
2. Get a State Pension forecast
3. Consider increasing contributions to your JP Morgan UK Pension Plan
4. Ensure your pension investments are aligned with your needs
5. Decide how you will generate a pension income
6. Ensure your pension income plan is as tax efficient as possible

further information.

JP Morgan contact details

- 'Byond' Discount Card help line: 0344 800 6435 or visit www.byondcard.co.uk
- MyPension - try the new my planner tool:
me@jpmc/retirementsavings/mypension
- By visiting the above site you can also download the 'Track My Pension' app

Contacts

- General tax and National Insurance information - www.hmrc.gov.uk
- State Pension statement - www.gov.uk/state-pension-statement
- Information and guidance - www.moneyhelper.org.uk

further information.

You will receive a Retirement Guide as you approach your selected retirement age. The guide explains all the options open to you when taking your DC plan benefits including:

- The process for buying an annuity via TOMAS
- Information about accessing your pension via drawdown through:
- **my wealth** – an independent regulated advice service provided by the Wealth at Work group of companies
 - **my wealth** offers independent financial advice and discretionary investment management services
- LifeSight – an online self service arrangement

seminars available to you.

In conjunction with Wealth at Work there are a range of financial education seminars available to you:

01



Early Career

"Start to build your financial plan"

02



Mid Career

"Keeping your financial plan in check"

03



Later Career

"Exploring your options at retirement"

04



The Pension Annual Allowance and Lifetime Allowance

"Addressing your pension savings annual and lifetime allowance limits"

05



Saving and Investing

"Get your savings and investments moving in the right direction"

06



Estate Planning

"Managing your estate and getting it in order"

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financial education structure.

Request a Callback

Your personal circumstances
will be discussed in your follow
up call.



Online Seminar

Today's online seminar will
provide financial education
and may include employer
specific information.



Regulated Financial Advice

You may choose to receive regulated
advice following your call from **my**
wealth or another firm on the financial
services register

seeking advice.

Regulated financial advice can provide you with information and advice on the most suitable course of action for you relating to a wide range of financial needs.

Local financial advisers can be found here:

- <https://register.fca.org.uk>

contact us.

We provide a telephone helpline and a regulated financial advice service through **my wealth** - a trading name of Wealth at Work Limited which is a member of the Wealth at Work group of companies.

It helps individuals to understand their personal financial situation especially when selecting their retirement income options.

- Telephone **0800 028 3200**



thank you.

0800 028 3200

www.wealthatwork.co.uk/mywealth

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