
understanding tax
implications.

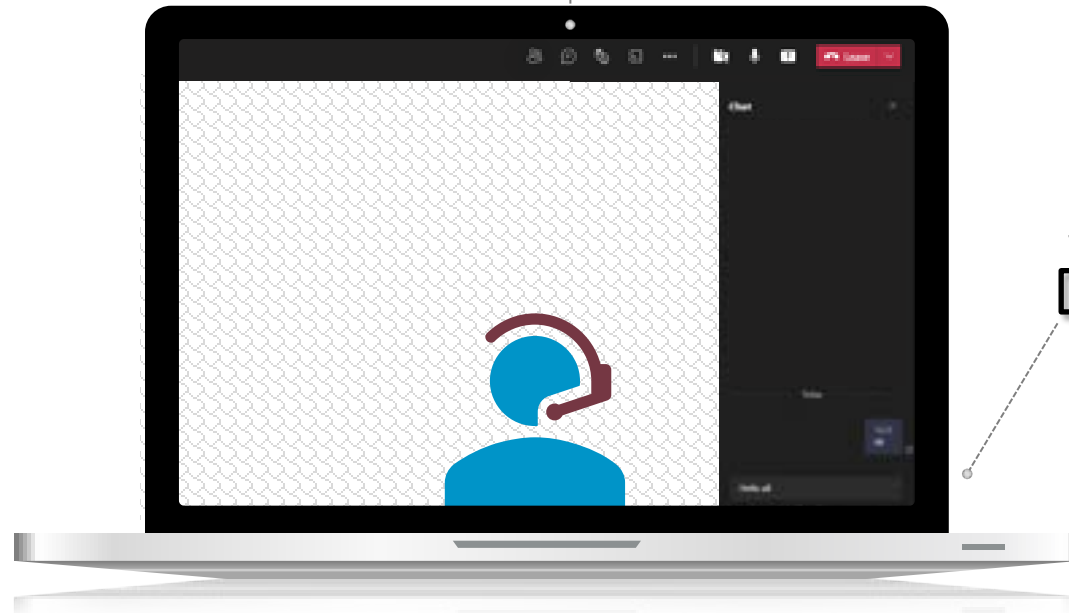
using the chat box.



tap the chat box icon
(it may be at the top of your
device's screen)



click the chat box icon



type a message

Hello all...

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.

financial education structure.

Request a Callback

You will be able to ask questions relating to your own circumstances.



Online Seminar

Today's online seminar will cover scheme specific financial education.



Next steps

We will identify your next steps and point you in the right direction.

agenda.

- Tax on your income
- Tax codes
- Tax issues affecting higher earners
- Managing your tax position
- Haleon share plans
- Making use of tax allowances
- Next steps

tax on your income.

rates of income tax.

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
£74,870



>£125,140

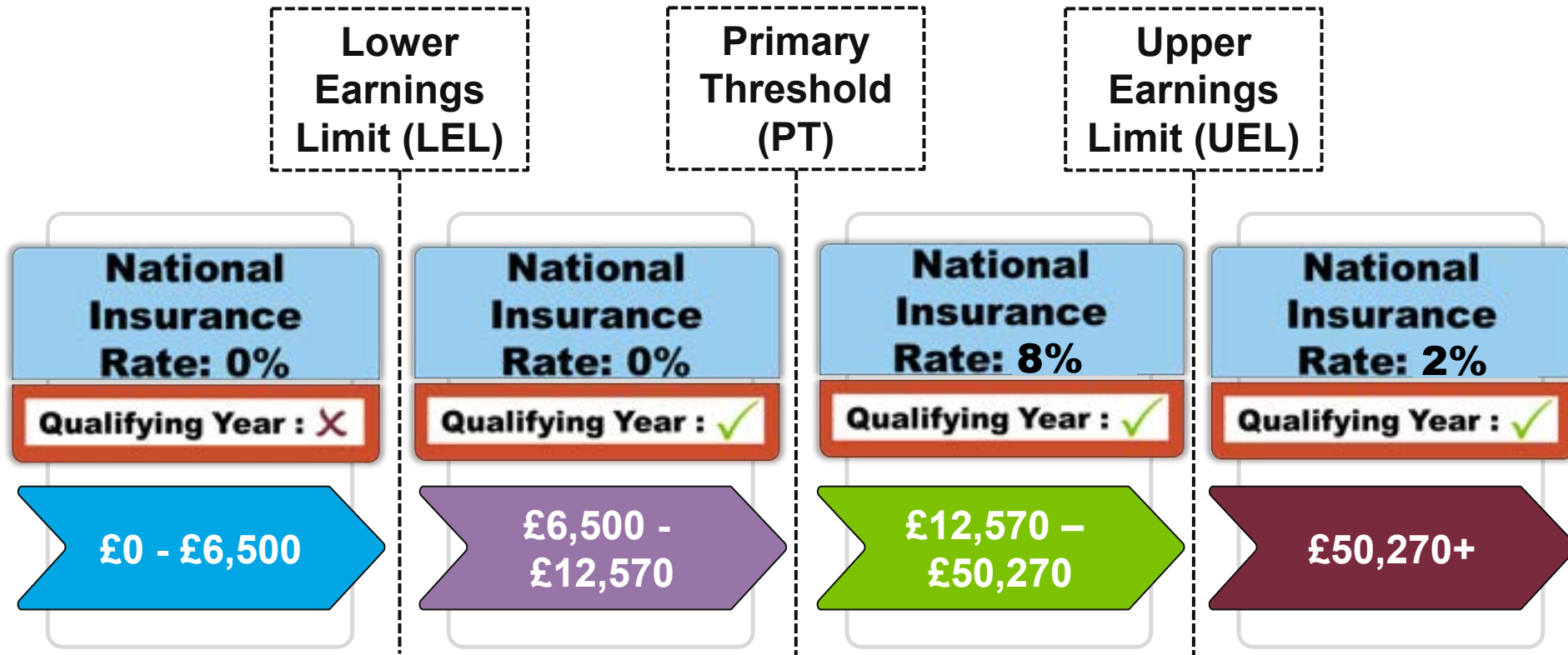
Additional Rate Tax

on earnings above
£125,140



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

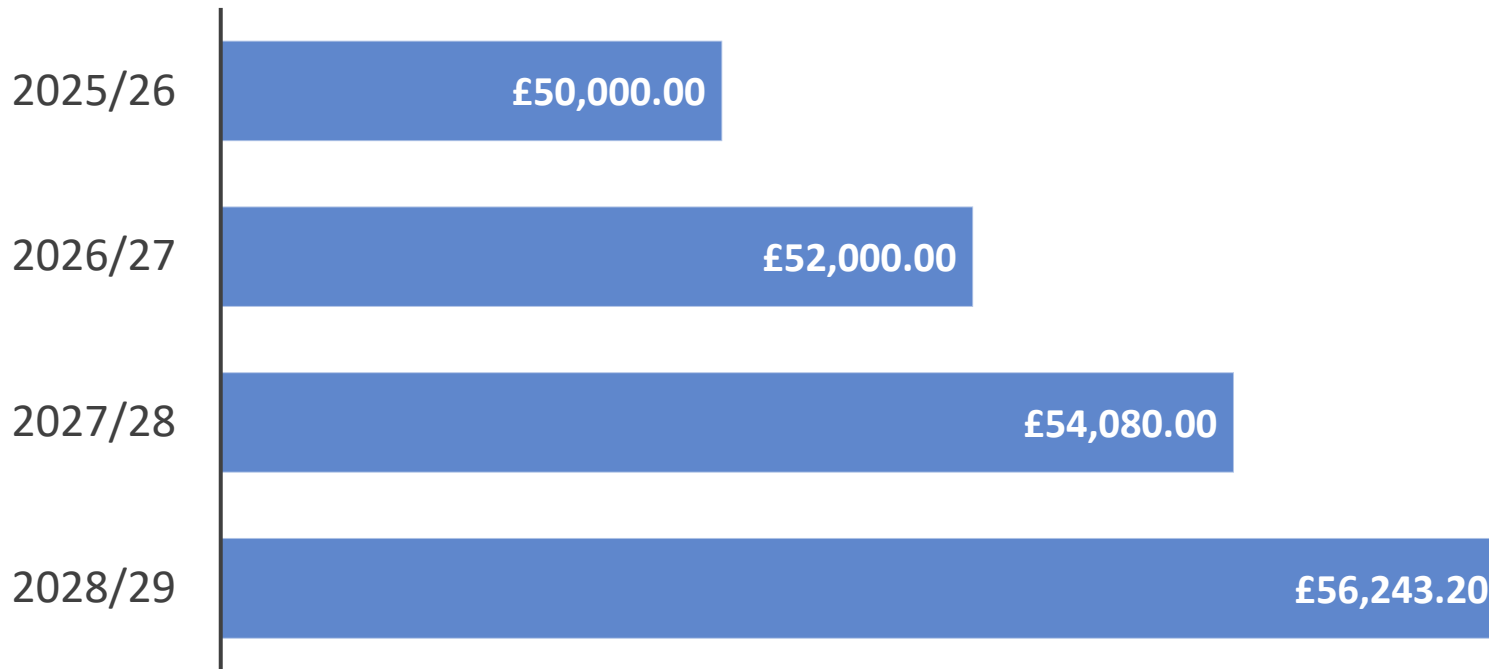
National Insurance.



salary inflation.

The Personal Allowance and higher rate tax bands are frozen until April 2028.

Example: a £50,000pa salary increasing by 4% each year



The frozen tax bands are likely to increase your tax costs, and may mean you pay tax at a higher rate

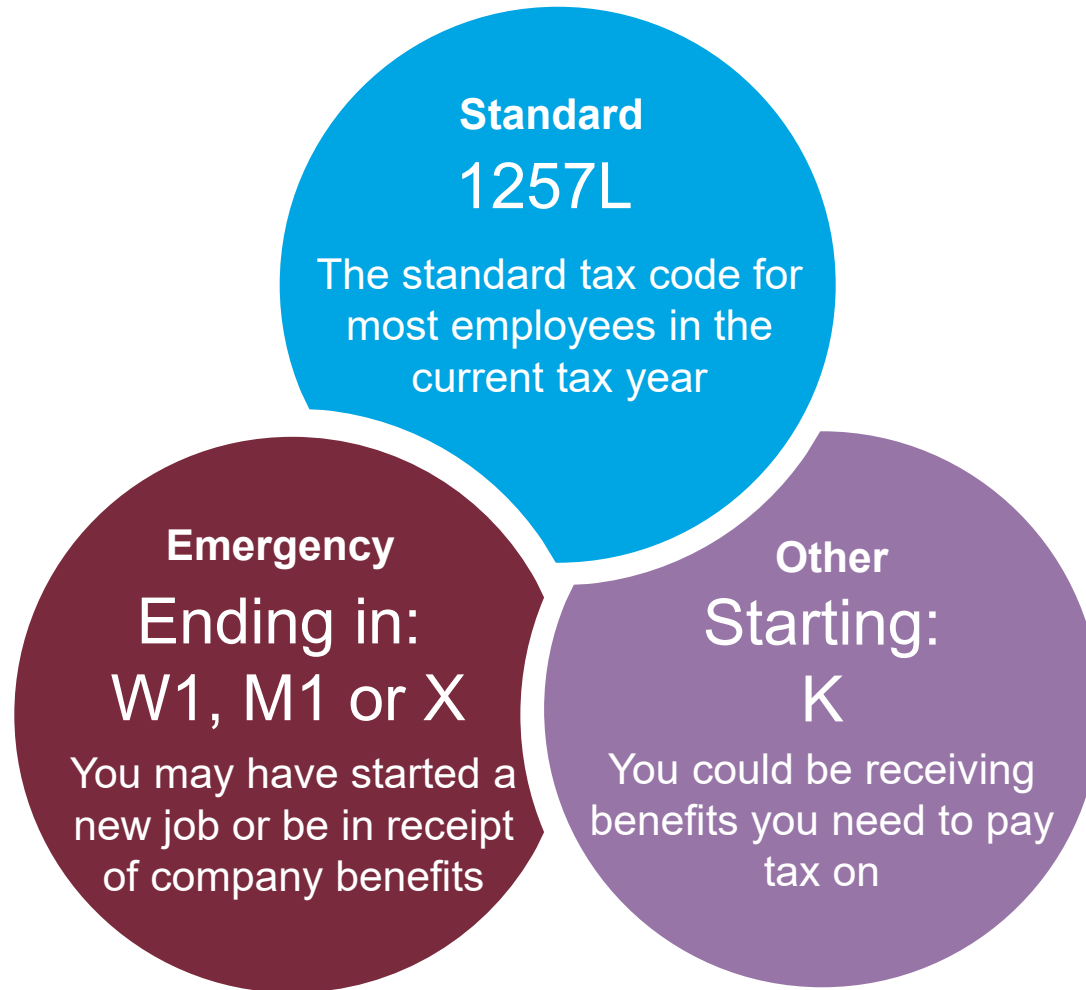
tax codes.

tax codes.

PAYE Coding Notice	
Tax code for the year 2025-26	
Personal Allowance	£12,570
Tax Code	1257L

- A tax code is used to determine your Personal Allowance
- It is used by employers to calculate how much tax to deduct from your pay
- The standard tax code for 2025/26 tax year is 1257L
- In most cases, the Personal Allowance can be calculated from your tax code by multiplying the digits by 10
- Those with a 'K' code will not be able to calculate their tax code using this method

common tax codes.



how to fix an error.

If you believe your tax code is incorrect you should contact HMRC.



HMRC: Income tax: general enquiries



Webchat



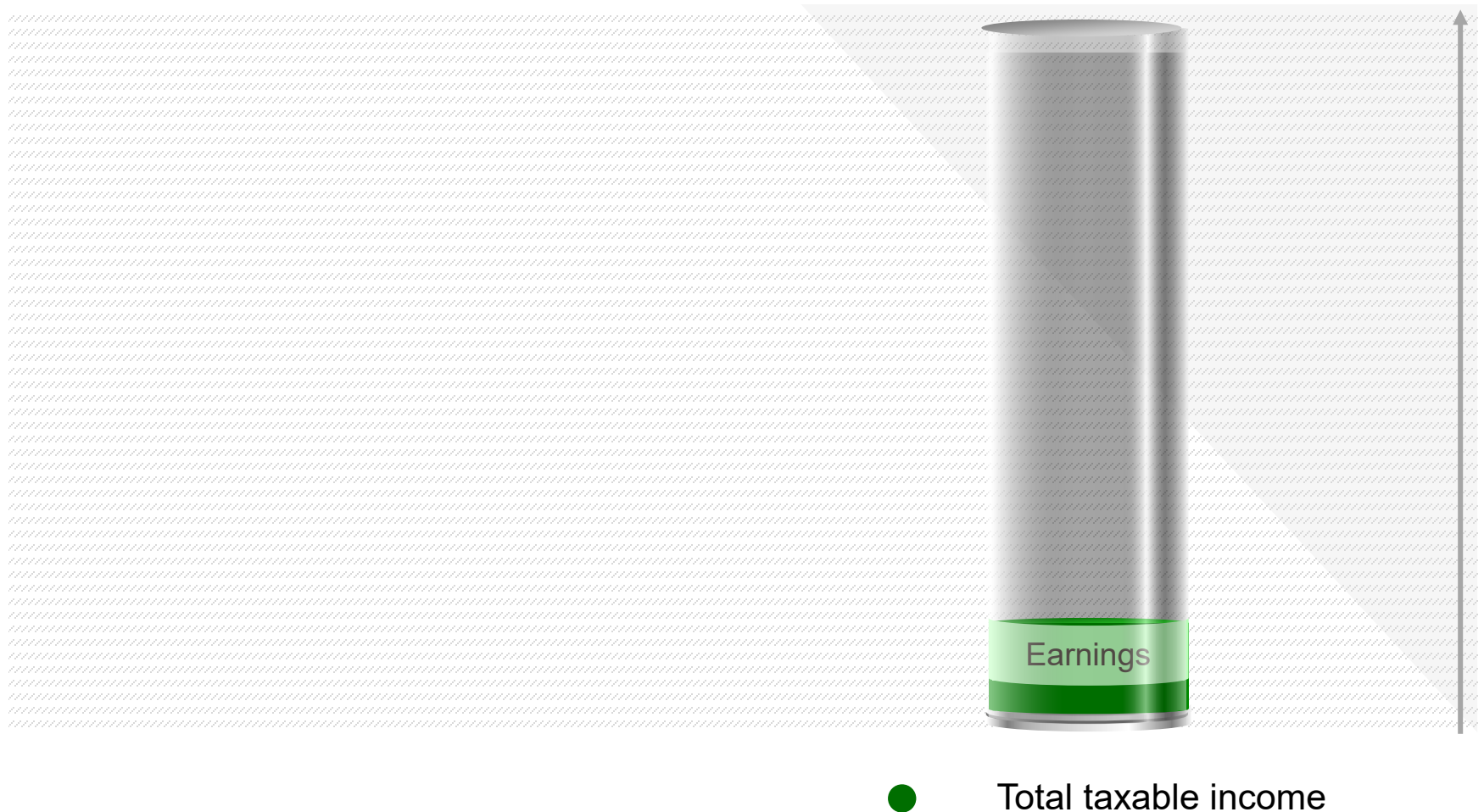
@HMRCcustomers (general enquiries only)



0300 200 3300

tax issues affecting higher
earners.

issues affecting higher earners.



issues affecting higher earners.

Higher rate tax



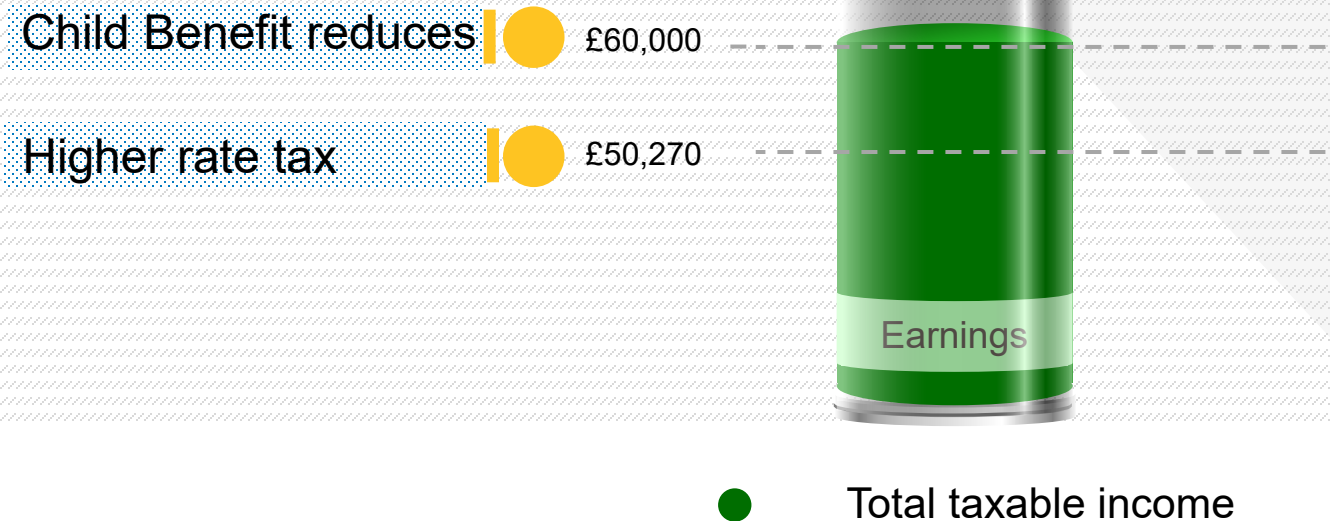
£50,270

Earnings



Total taxable income

issues affecting high earners.



issues affecting higher earners.

Personal Allowance reduces | £100,000

Child Benefit reduces | £60,000

Higher rate tax | £50,270

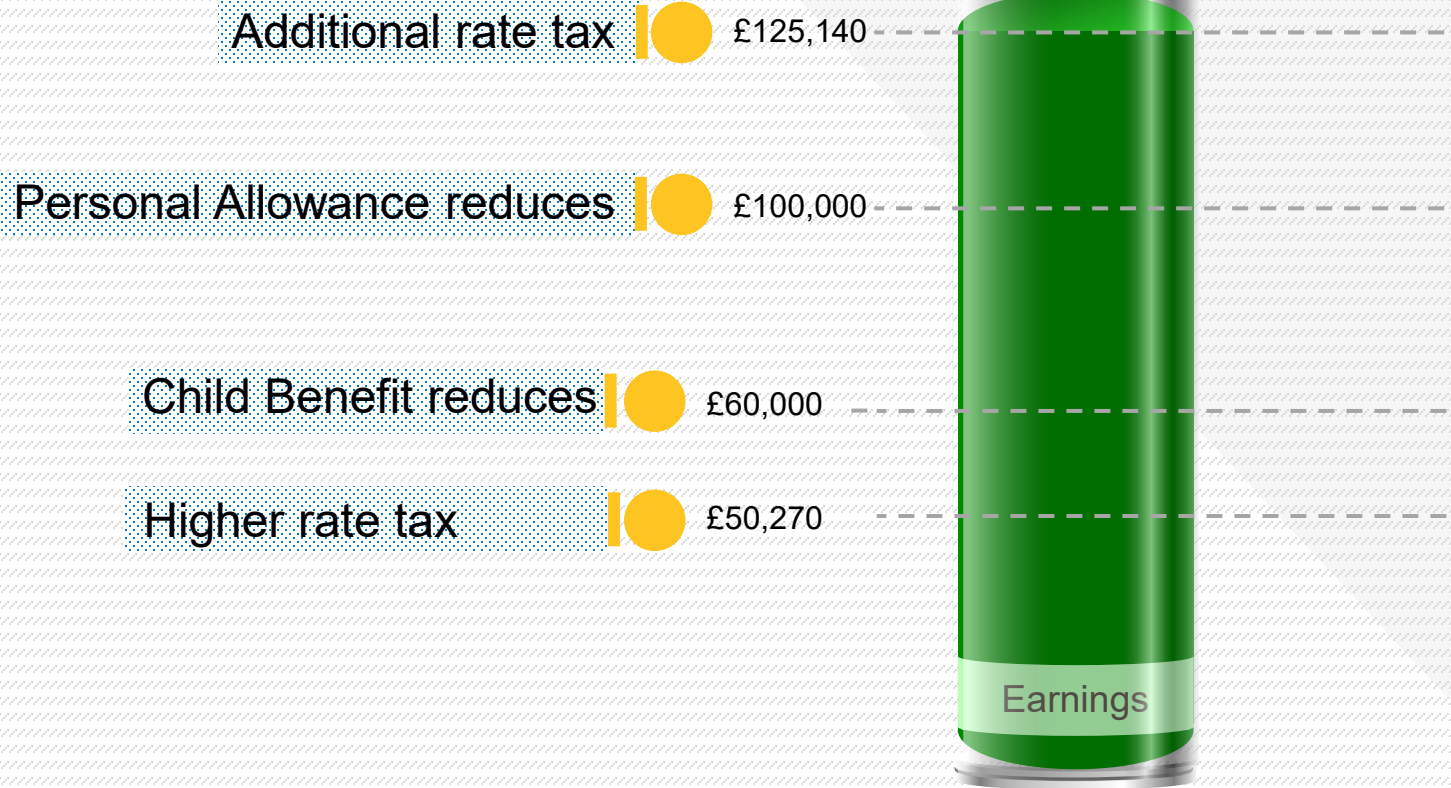
Earnings

● Total taxable income

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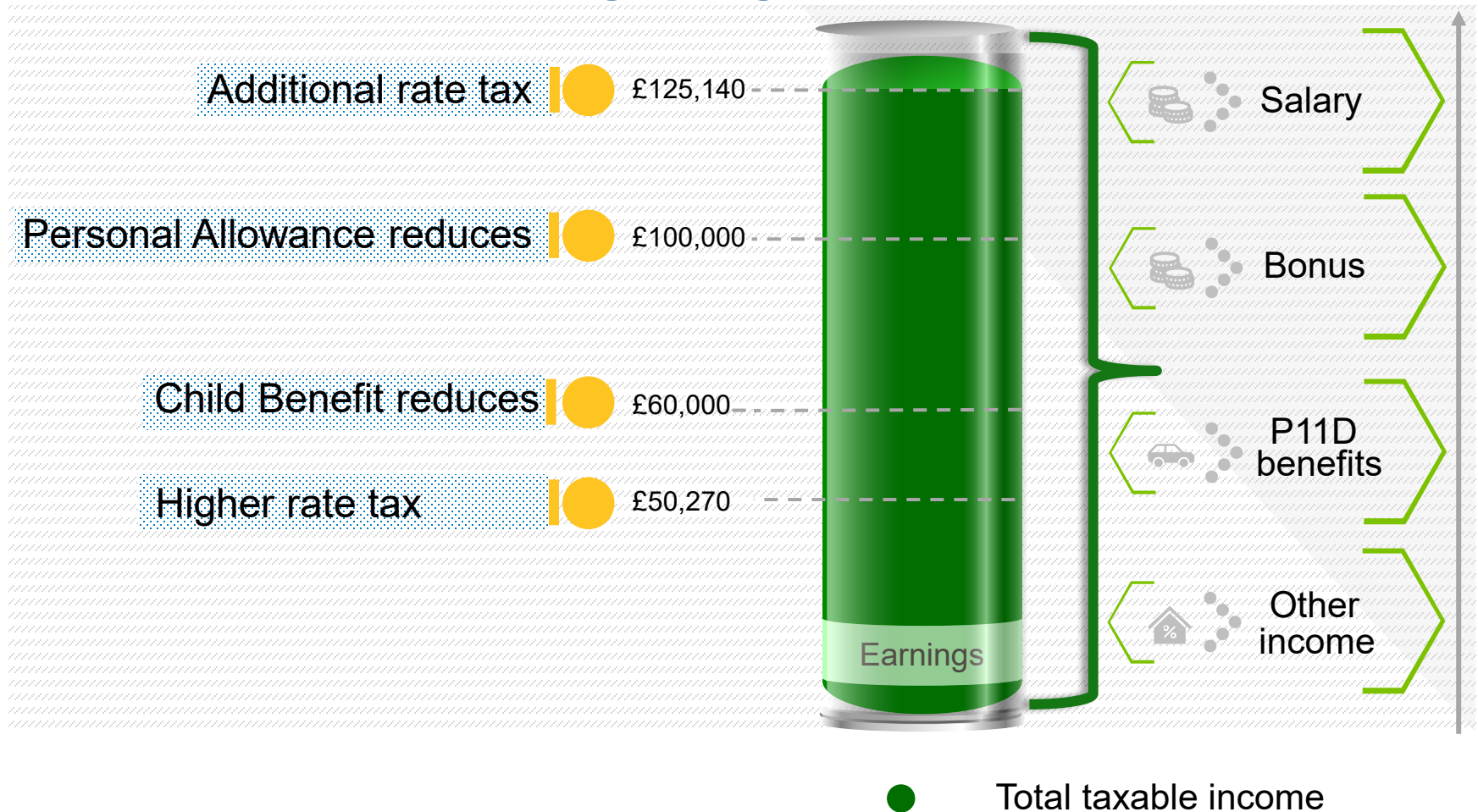
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issues affecting higher earners.



● Total taxable income

issues affecting higher earners.



tax-free childcare.

Benefits

Receive a £2 “top up” for every £8 you pay into your childcare account until your child is 12*

Limits

Top up capped at £500 per quarter
or £2,000 per year

Eligibility

You and your partner must be earning at least minimum wage

You or your partner cannot be in receipt of certain benefits

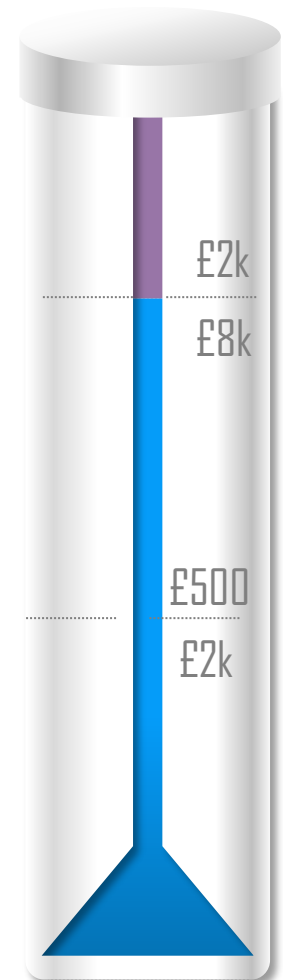
You or your partner cannot earn over £100,000

Further information



[gov.uk/tax-free-childcare](https://www.gov.uk/tax-free-childcare)

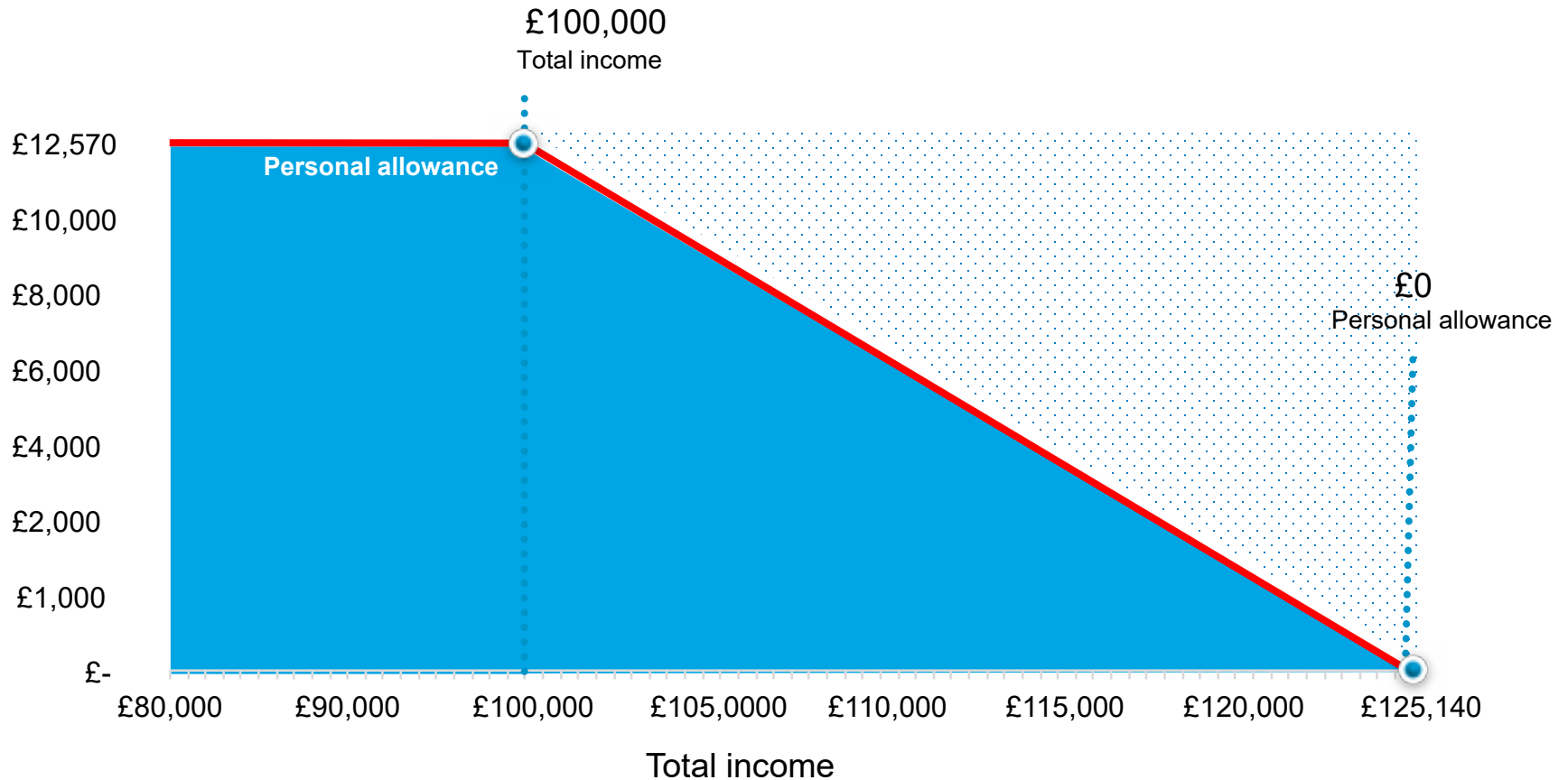
- Government top up
- Personal contribution



*If you're working, you may be able to get up to £4,000 a year to help pay for childcare for a disabled child until age 17.

reduction of the personal allowance.

For every £2 that an individual's total income exceeds £100,000, the personal allowance is reduced by £1.



managing your tax
position.

reducing your income tax.

By paying more into your workplace saving schemes, you could reduce your rate of income tax and unlock other benefits.

Annual Income

£130,000 including bonus

Highest rate of income tax and NI

47% Additional rate tax payer (effective rate of 62% on £25,140)

Deductions

£19,500
Pension contributions

£10,000
Bonus paid to pension

£1,500
Haleon share plan

Income after deductions

£99,000

New rate of income tax and NI

42% Higher rate tax payer

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reducing your income tax.

By paying more into your workplace saving schemes, you could reduce your rate of income tax and unlock other benefits.

Income after deductions

£99,000

New highest rate of income tax

42% Higher rate tax payer

Personal Allowance

£12,570

Tax-free childcare eligibility

Yes

salary sacrifice.



You save:

**Higher-rate
Taxpayers
up to 42%***

Saving made up of:

- 40% income tax, &
- 2% NI

**Additional-rate
Taxpayers
up to 47%***

Saving made up of:

- 45% income tax, &
- 2% NI

* Tax relief on pension contributions is limited to the greater of 100% of relevant earnings and £3,600.

defined contribution (DC) schemes.

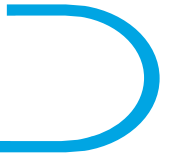
Employer and employees
contribute (tax-free*)



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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Haleon Pension Plan.

Contributions				
Haleon core contribution	Employee contribution	Your matching contribution	Haleon's matching contribution	Total
7%	2%	0%	0%	9%
7%	2%	1%	1%	11%
7%	2%	2%	2%	13%
7%	2%	3%	3%	15%



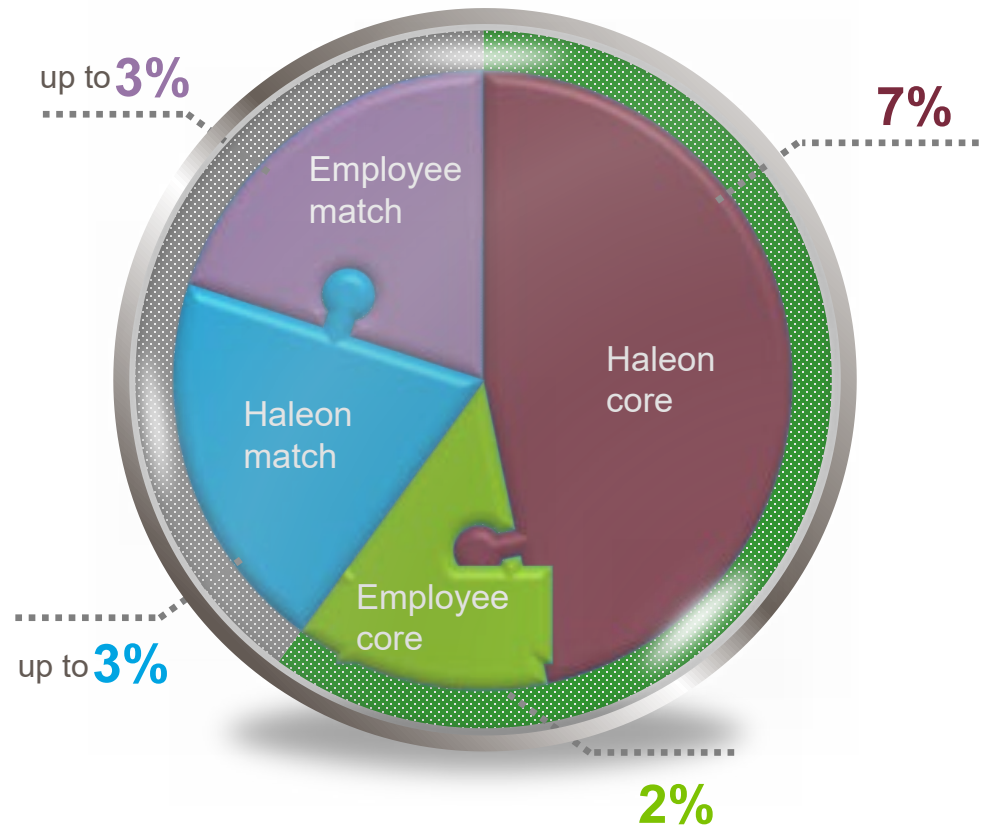
Contributions are paid via Salary Sacrifice



Default Normal Retirement Age is 65

Haleon Pension Plan.

Making the most of Haleon matching contributions will result in contributions made up of:



salary sacrifice.

Annual Salary = £135,000 (additional rate taxpayer)

Employee Contribution = £6,750 (5%)

Tax Saving = 45%

NI Saving = 2%

Personal Cost = £3,577pa

Employer Contribution = £13,500pa (10%)



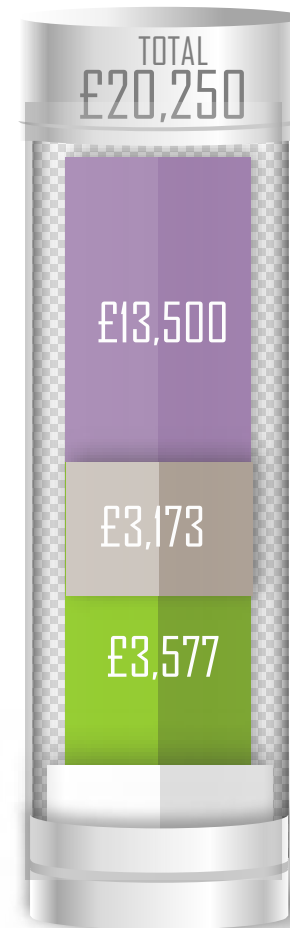
Employer matching contribution (10%)



Tax & NI savings (47%)



Employee contribution (5%)



limits on tax efficiency.

Annual Allowance (AA)

- The annual allowance is £60,000*
- 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

Limits on tax-free cash

- Lump Sum Allowance (LSA): The maximum tax-free cash is limited to 25% of the pension value, subject to a total cap of £268,275 (which is set to be frozen)
- Lump Sum and Death Benefits Allowance (LSDBA): The maximum amount of non-taxable lump sums that can be taken from a pension, set at £1,073,100.
- Those individuals who hold Life Time Allowance (LTA) protection will have allowances based on their protected LTA



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

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carry forward.

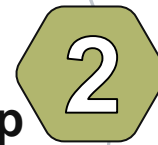
Must normally earn more than £60,000 a year



You must have been a member of a UK registered pension



Carry forward unused annual allowance from up to the 3 previous tax years



You are limited by your earnings



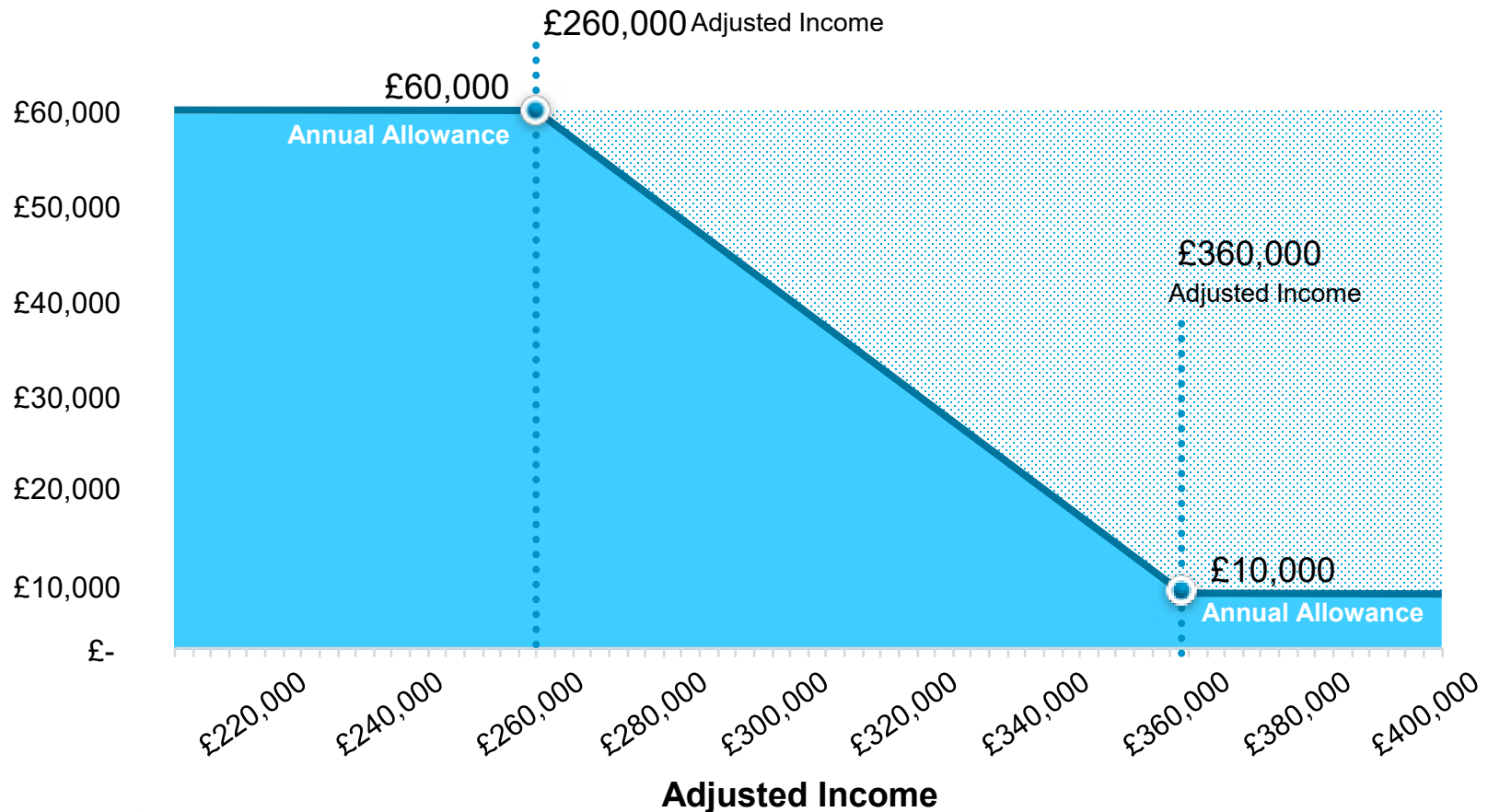
Then any unused AA from the earliest year



You must use the AA in the current tax year first

applying the taper.

For every £2 that an individual's adjusted income exceeds £260,000, the annual allowance is reduced by £1 up to a maximum reduction of £50,000.



limits on tax efficiency.

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Haleon share plans.

share reward.



Contributions into share reward reduce your gross salary









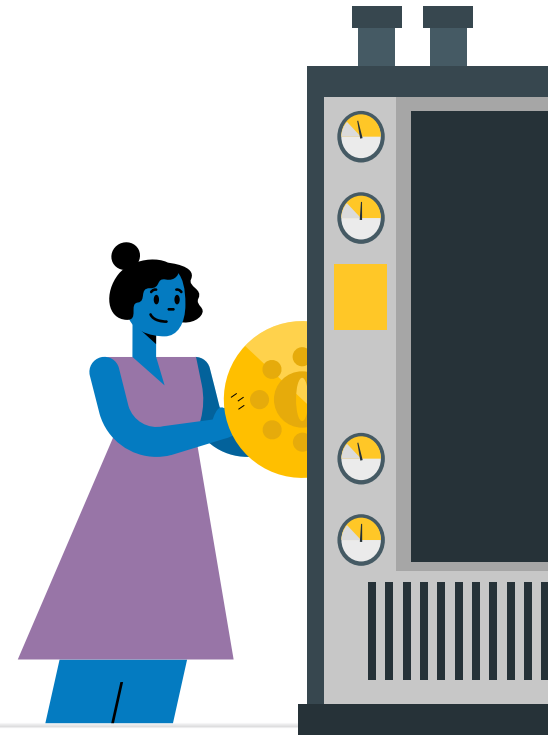
Your contributions are free of both tax and National Insurance



In some cases, reducing gross salary could move you into a lower tax band

share reward.

-  Contribute 10% of salary up to £125 pm
-  1 free share for every share you buy
-  Savings on Income Tax and National Insurance
-  Dividends can buy dividend shares or can be paid as cash
-  Shares can be sold tax free after 5 yrs (dividend shares 3 yrs)
-  Shares can be transferred to an ISA, or sold and the proceeds transferred to a SIPP subject to HMRC limits



share reward.

£125

Invested

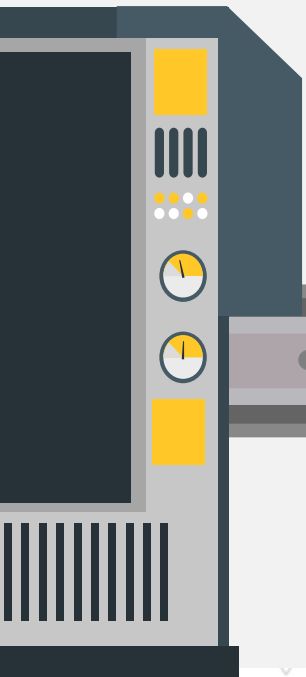
£125 Reward shares

£58.75

Tax and NI saving (47%)

£66.25

Personal cost



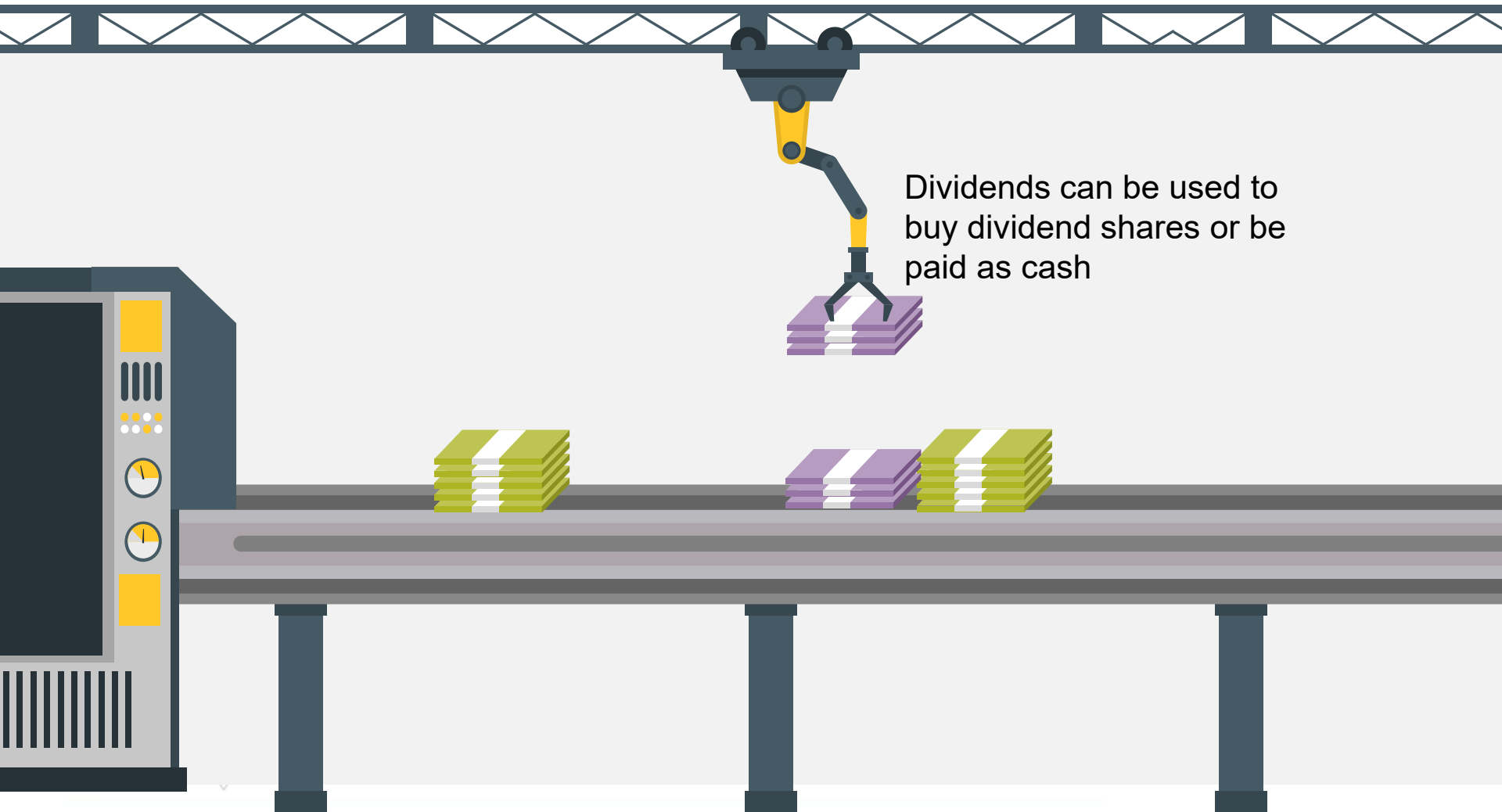
£250 Total Invested



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share reward.



Dividends can be used to
buy dividend shares or be
paid as cash

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share reward.

Access dividend shares tax-free
or leave them in the scheme

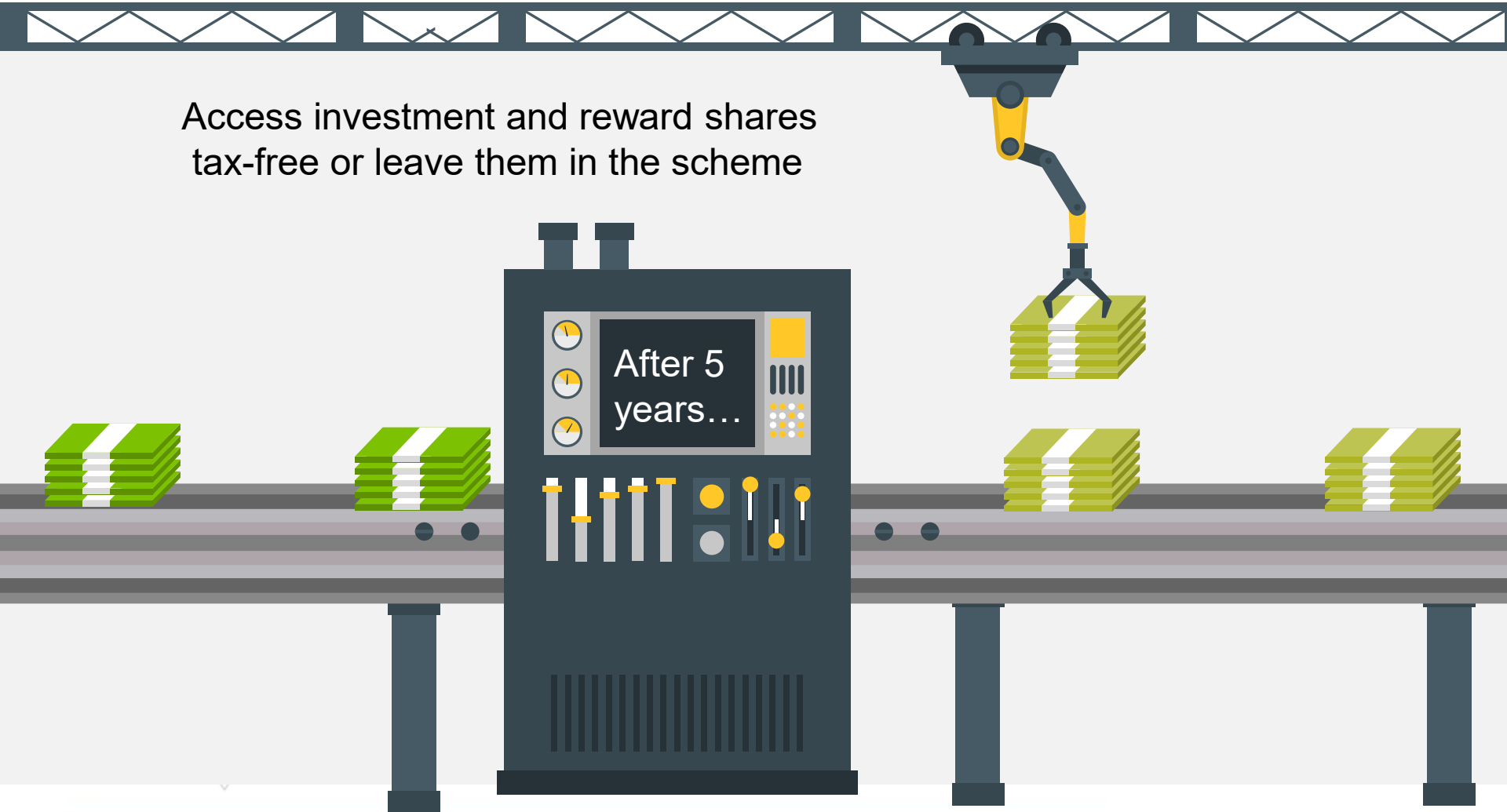


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share reward.

Access investment and reward shares
tax-free or leave them in the scheme



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choices upon leaving Haleon.

When you leave Haleon, your shares must be removed from Share Reward.



Tax and National Insurance may be due on shares held for less than 5 years when you leave Haleon.

share save.

Save between
£5 and £500
per month

Option price is
set at the start
of the term and
will be 20%
below the
share price at
that time

At the end of
the term, buy
shares or take
savings tax
free*

Save for a 3
year period

Possible tax
free bonus at
the end of the
contract

Shares can be
transferred to
an ISA**

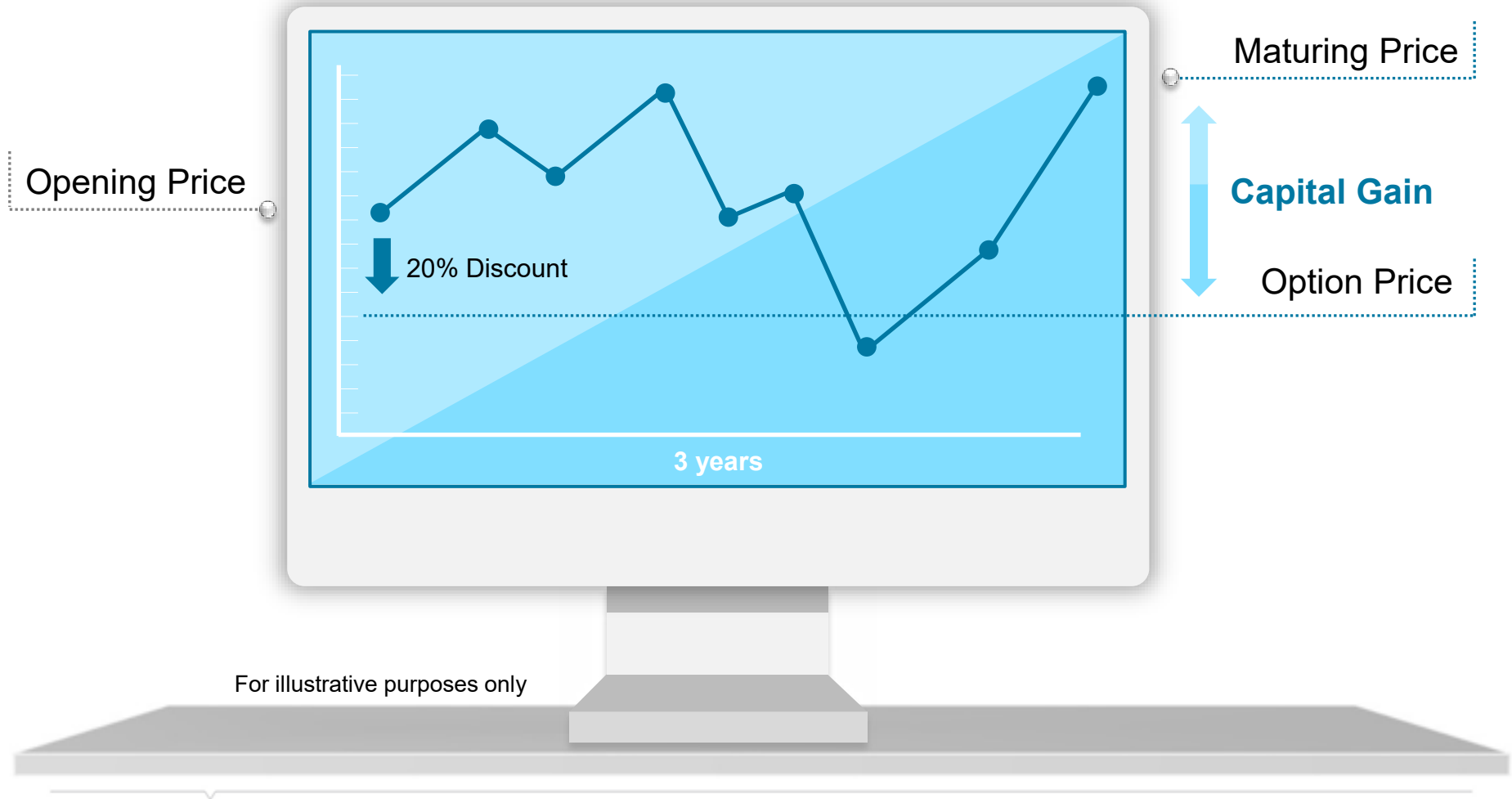
*your option can be exercised anytime within 6 months from the end of the term

**subject to HMRC limits

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share save.



share save options.

Exercise Option
and receive
shares
immediately

Exercise Option
and sell shares
immediately

Exercise Option
and transfer
shares into an
ISA *

Close Share
Save account
and obtain
repayment of
savings plus
bonus (if
applicable)

*Subject to HMRC limits

making use of tax
allowances.

personal savings allowance.

£1,000

Basic rate

20%

£20,000

£500

Higher rate

40%

£10,000

£0

Additional rate

45%

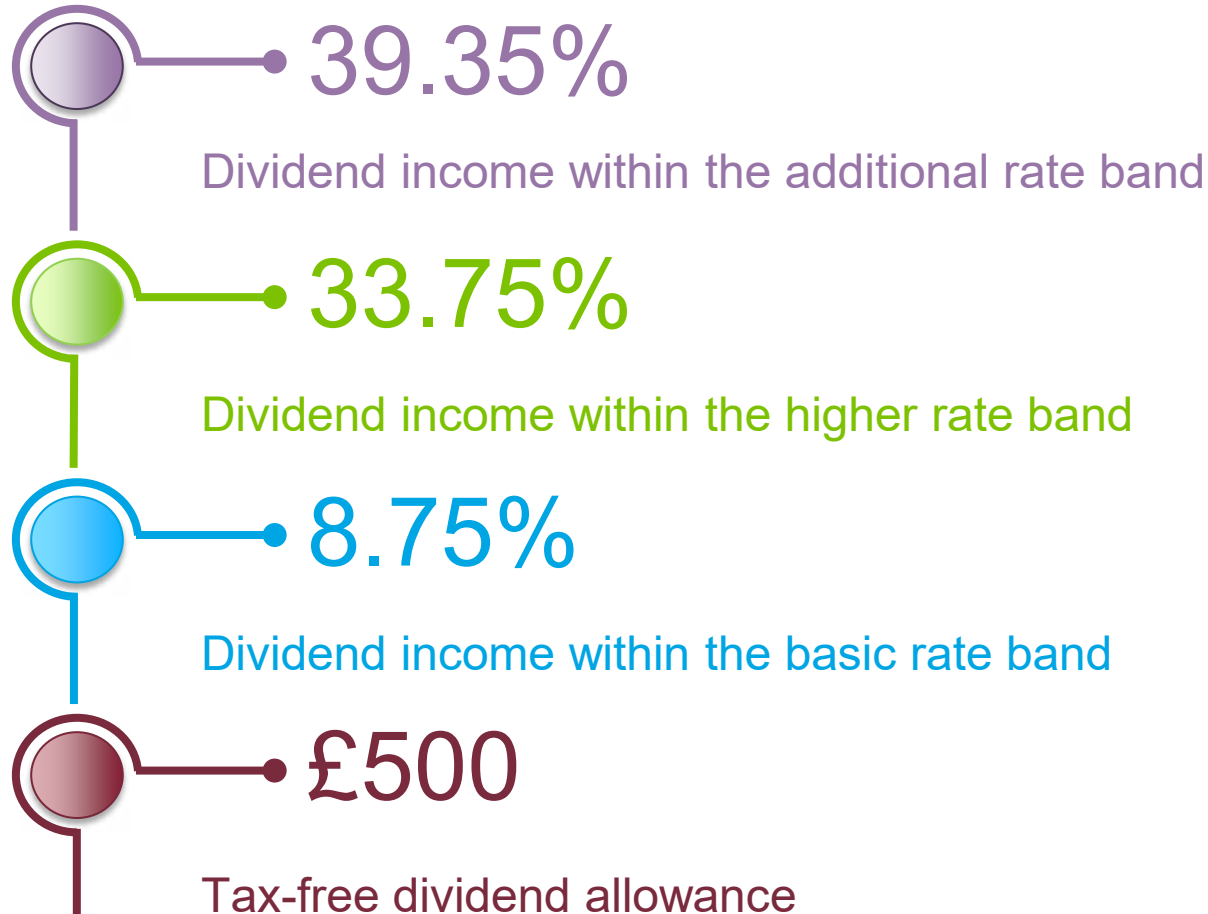
**5%
savings
rate**

The Personal Savings Allowance is based on UK income tax rates and not Scottish income tax rates

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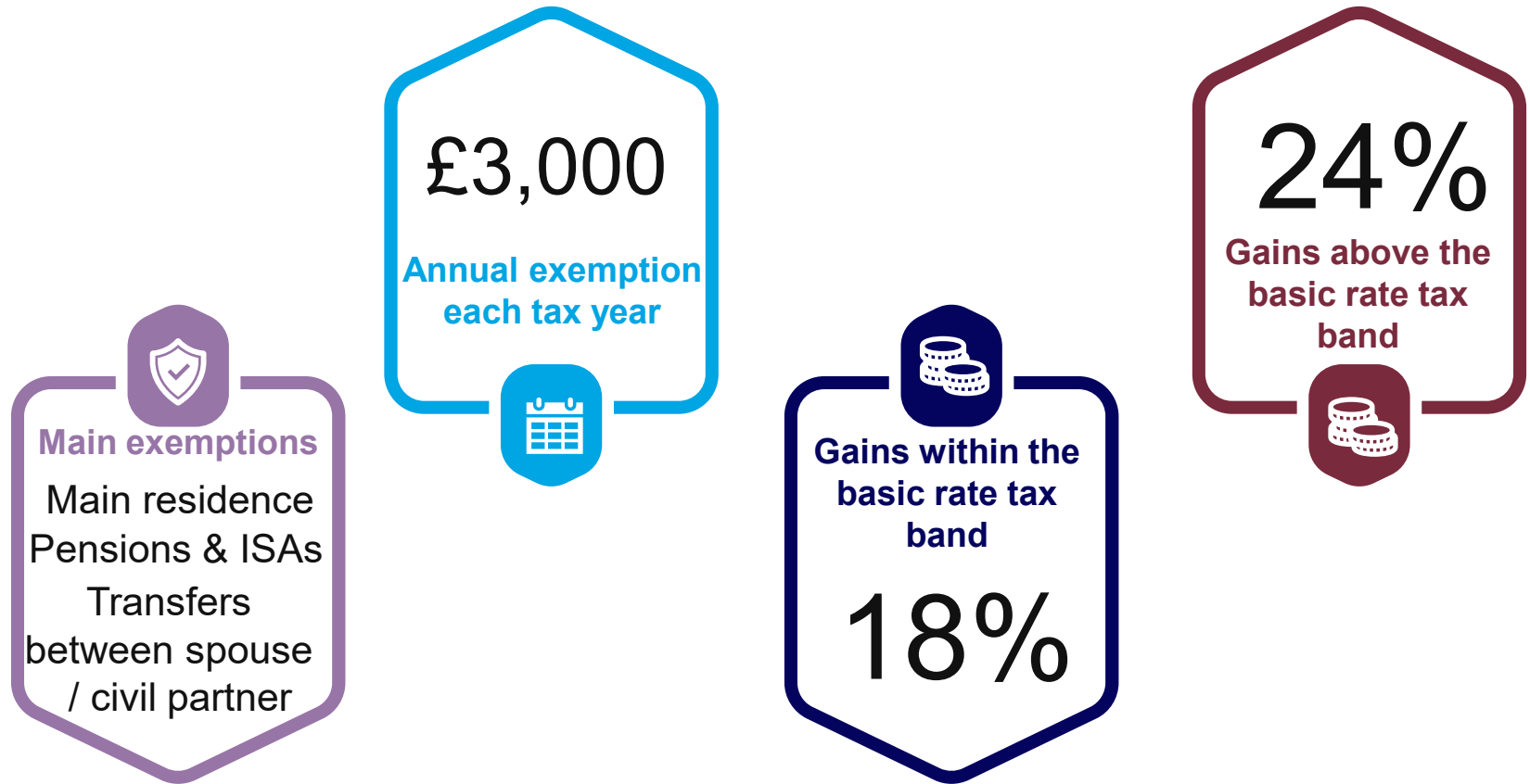
dividend tax.



The dividend allowance is based on UK income tax rates and not Scottish income tax rates

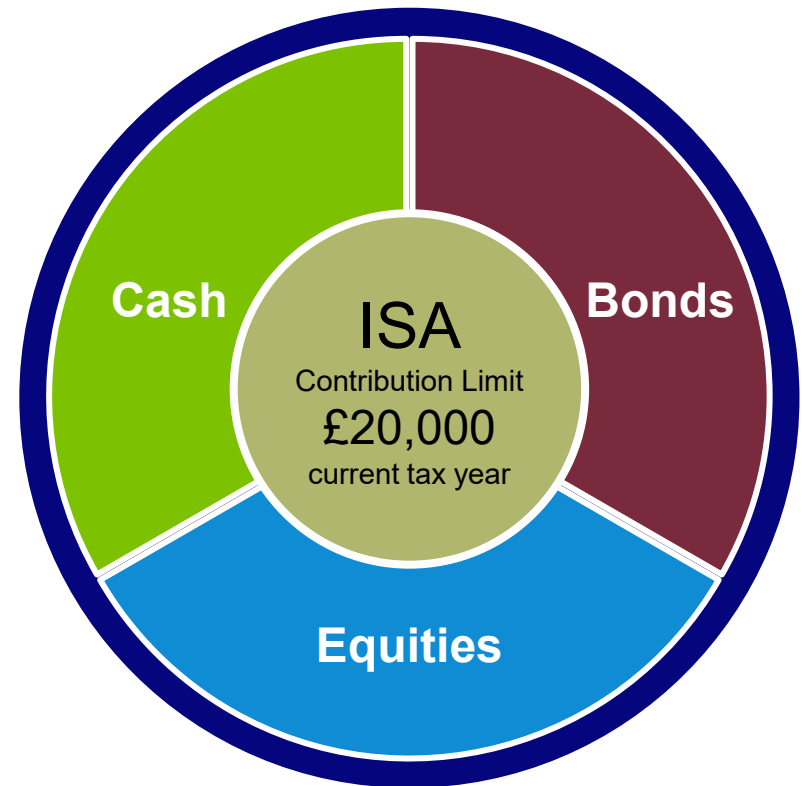
capital gains tax (CGT).

CGT is a tax on gains when certain investments are disposed of.



individual savings accounts (ISAs).

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



action points.

01

Review your tax code and update with HMRC if it is incorrect

02

Calculate your potential taxable income this tax year

03

Plan ahead to reduce your tax costs and maximise the allowances available to you:

Including:

- Review your pension contributions
- Consider adjusting your pension contributions to manage your tax position

your feedback.

your feedback.

Your seminar title

Thank you for joining us on XX/XX/XX we hope you found the content interesting. We constantly strive to improve our education and we couldn't do this without your feedback.

Please take a couple of minutes to answer the questions below. Do be assured that your answers will be kept confidential and not be shared with your employer in a format which identifies you.

session review.

Please select the most appropriate rating to complete the statements on a scale of 1 to 5 with 1 being the lowest or most negative, and 5 being the highest or most positive response:

My knowledge of today's subject prior to attending	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
My knowledge of today's subject following this session	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
The presenter's general financial knowledge and presentation skills	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
The content was easy to follow and understand	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
The session covered sufficient detail of the subject	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
I would recommend this session to a colleague	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
I will take specific financial actions as a result of attending today	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5

General comments or suggestions:

Next

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next steps.

next steps.

Please select an application:

I would like a callback from **my wealth** to discuss my personal circumstances, please contact me:

☒ Yes

☐ No

We will respect your privacy and ensure we do not share your information with any third party.

I would like to receive information about **my wealth** services from time to time:

☒ Yes

☐ No

We will respect your privacy and ensure we do not share your information with any third party.

If you have answered YES to either of the above, please provide the following contact details:

Title	First name	Last name
<input type="text" value="(Please select)"/>	<input type="text"/>	<input type="text"/>

Please confirm your email address (preferably a personal email address):

Please confirm your preferred telephone number:

Please name/number:

Postcode:

We value your privacy. Any contact details you provide will be used solely for the above purposes. If you have ticked the box to provide information about our services, we may pass a third party number to assist us with sending you the information, and we will only provide your details to that supplier where required for this purpose. We will never share your details with other companies for marketing purposes and we will not disclose any information to your employer in respect of the above matters. To check information on how we handle your personal data, please visit our privacy policy.

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my wealth

next steps.

LifeSight contact information.



01737 230 473



lifesightsupport@willistowerswatson.com



The LifeSight Team, Willis Towers Watson,
PO Box 758, Redhill, Surrey, RH1 9G



www.lifesight-epa.com / TotalReward Online (if on the network)

further information and advice.

Personal budgeting and setting goals

www.moneyhelper.org.uk

State Pensions, Income Tax and ISAs

www.gov.uk

www.hmrc.gov.uk

seeking advice.

An adviser will assess your circumstances, objectives and risk profile and provide you with a personal recommendation to meet your objectives.

All regulated firms are listed on the Financial Services Register, this provides confirmation that the firm is authorised, the specific services they are authorised to provide and details of the advisers who work for them.

Financial Services Register link:

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

contact us.

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

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

- Request a callback from the helpline via the feedback form to discuss your personal circumstances with **my wealth** and agree your next steps and receive regulated investment advice where required
- You can also telephone **0800 028 3200**



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