

# Top Hat Scheme

The Pointon York **Top Hat** scheme offers unique opportunities to employers and employees alike; either as an integral part of the PY Corporate SIPP or as a standalone scheme for senior and valued employees.

For employers, who recognise the importance of providing their employees with quality benefits, it is an effective way to attract, recruit and retain the people who can help to make their business more competitive. Contributing to a pension plan is a proven motivator. Even more so in providing the flexibility and benefits of the **Top Hat** scheme. There are potential cost savings too.

For employees freed from the restrictive nature of more traditional types of pension arrangement, they will enjoy the flexibility and control a SIPP can provide. We offer the full range of HMRC allowable investments as well as access to our experienced Technical Team and specialist professional property services. Flexible retirement options supported by first class administration complete the circle.

## How does it work?

The **Top Hat** scheme fits neatly into an existing company pension scheme structure, as an addition or replacement to old style top-up and/or AVC style arrangements. Alternatively, it can form part of a larger corporate SIPP structure (that may include a workplace SIPP with access to simpler default and lifestyle investment portfolios for non-senior staff).

The attraction for an increasing number of employers is that the **Top Hat** scheme (with or without a broader underlying corporate SIPP) can be moulded and built around their own specific requirements and needs. It is a future-proof company pension scheme without the long-term liabilities and burden associated with more traditional defined benefit arrangements.

## Opportunities

- Bonus/salary sacrifice arrangements – potential benefits for both employers and employees
- The ability to transfer personally owned investments, including company shares, into the SIPP as a contribution (known as a “*Contribution in-specie*”) – ideal for asset rich cash poor employees.
- Employees can consolidate all their legacy schemes into the SIPP giving them more control over how they are invested and used.
- The fees can often be offset for the employer by the tax and National Insurance savings of providing the scheme

## Why Pointon York SIPP Solutions?

We are an independent SIPP specialist and the first to conceive and market the *corporate SIPP*. Our business philosophy is to build strong and long-term relationships with our clients by providing them dedicated client account management and the right solutions for their needs. The additional benefits we provide include:

- The most flexible approach for all your needs and those of your employees
- Transparent charging structure
- Full range of illustrations available via information only portal
- Dedicated client account management
- Business development support

## How can I find out more about The Top Hat Scheme?

For further information please contact a member of our Business Development team:

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