

Tax Incentives

High Executives Possessing Specialist Skills (“HEPSS”)



A special employment tax status is available for employees that meet certain criteria as a cost saving incentive for companies recruiting senior executives.

Under the HEPSS Rules, tax will be payable only on the first £120,000 of income per annum under the Gross Income Based tax system which currently equates to a total tax charge of £32,550.

This status is available to individuals who possess skills not available in Gibraltar and are, in the Government’s opinion, necessary to promote and sustain economic activity of particular economic value to Gibraltar, who will occupy a high executive or senior management position, and who will earn more than £120,000 per annum of income in Gibraltar.

The new applicants must not have been gainfully occupied or resident in Gibraltar for any part of the period of thirty six months immediately preceding the year in which the application is made.

The qualifying individual needs to have residential accommodation available for their exclusive use in Gibraltar, approved for this purpose by the Finance Centre Director, and adequate for their needs and those of their dependant family members.

Once issued, the certificate is dependant on the employment of the individual within the same company so any change in employer will precipitate an immediate withdrawal of the certificate. The individual also needs to maintain a good character and reputation that would not be damaging to the reputation of Gibraltar.

Gibraltar is a reputable and well regulated finance centre within the EU. The tax savings afforded by the HEPSS status together with the close proximity of Andalusia, make Gibraltar a very attractive location for individuals to live and work and helps employers attract the calibre of personnel which make a valuable addition to the jurisdiction’s already highly skilled workforce.

How can we help you?

Our services include assisting you with your application and helping you to search for a suitable property whilst liaising with estate agents and your lawyers.

Furthermore, we can tax efficiently plan your wealth from an international perspective thereby ensuring that you do not trigger deemed tax residency in another jurisdiction.

On an ongoing basis we can provide you with annual tax services including the filing of your annual tax return and provision of any other tax advice you may require.



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