

# HEPSS – RESIDING IN GIBRALTAR

A GUIDE FOR RELOCATING EXECUTIVES 2025 - 2026

## HIGH EXECUTIVE POSSESSING SPECIALIST SKILLS

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An increasing number of executives are taking advantage of the lifestyle and fiscal advantages attainable by moving to Gibraltar. Specifically, Gibraltar has a tax regime for relocating executives and senior management, this is the High Executives Possessing Specialist Skills (HEPSS) regime.

HEPSS is for individuals who earn more than £160,000 per annum in Gibraltar (2024-2025 £160,000) and possess the specialist skills necessary to promote and sustain the Gibraltar economy, or develop and achieve growth in a particular area that the Government is seeking to facilitate and encourage.

For individuals qualifying for the HEPSS regime, prescribed assessable income is capped at £160,000 with tax payable in accordance with the Gross Income Based tax system. This results in an annual tax liability of £39,940. This tax is pro-rated in tax years of arrival and departure. Other income (e.g. Gibraltar rental income) can be taxed separate to, and in addition to the HEPSS tax.

## MAIN REQUIREMENTS

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Individuals are required to satisfy the following HEPSS conditions:

- The applicant must have specialist skills that are necessary to promote and sustain economic activity of particular economic value to Gibraltar or the establishment, development or growth of which the Government is seeking to facilitate and encourage
- Those skills are not available in Gibraltar and are important for the economic development and growth of Gibraltar
- The applicant will occupy a high executive or senior management position
- The applicant will earn more than £160,000 per annum in Gibraltar
- The applicant must have exclusive use of approved HEPSS property. The property may either be bought or rented
- The applicant has not previously been resident or working in Gibraltar within the three years preceding the application
- The applicant must pay a fee of £1,233 in order to become HEPSS

HEPSS status is awarded on the decision of the Finance Centre Director

## OTHER KEY TAX BENEFITS

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In addition to assessable income under the HEPSS regime being capped at £160,000, Gibraltar does not levy capital gains tax, inheritance tax, gift tax and there is no tax on many types of investment income.

## HOW WE CAN HELP

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Sovereign Tax Services can assist with all matters relating to the obtaining of HEPSS status in Gibraltar.

We can also combine local and international tax expertise to advise on individual circumstances, in particular we specialise in UK taxation for non-UK residents, so can advise from both a Gibraltar and UK perspective.

The services we provide include:

- Preparation and submission of the HEPSS application
- Obtaining and renewing Gibraltar Civilian Registration Card and Permit of Residence, as required under Gibraltar Immigration Law.
- Preparation and submission of Gibraltar income tax returns and other compliance matters
- Introductions to local estate agents, banks, and lawyers
- Assessing the benefit of any UK pension transfer, under the UK's Qualifying Recognised Overseas Pension Scheme (QROPS) regime
- Creation and management of trusts, companies and pension schemes (e.g. Qualifying Non-UK Pension Scheme - QNUPS) within the Sovereign Group of Companies.



Sovereign Tax Services is a trading name of Sovereign Fiscalis Limited, Sovereign Place, 117 Main Street, Gibraltar, GX11 1AA.  
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