ROXTON WEALTH

NHS Consultants & Healthcare Professionals

Supporting the people who spend their careers supporting others.

FINANCIAL & MORTGAGE ADVICE

London · Wales · Scotland · UK-Wide

PUTTING YOURSELF FIRST

Caring for others while planning for yourself

Healthcare professionals are often used to putting other people first. Patients. Teams. Families. Clinical outcomes.

Financial decisions can easily be delayed. After the next rota. After the next appraisal. After private practice becomes more established.

The most useful financial plans are often built before pressure arrives.

TWO IMPORTANT PATHWAYS

Professional Care

- Clinical skill
- Patient outcomes
- Professional responsibility
- Career progression

Personal Financial Planning

- Income and resilience
- Protection and property
- Pension and wealth
- Future security

Both pathways matter. One supports the career you are building now. The other supports the life you want that career to make possible.

THE FINANCIAL PICTURE

Financial challenges in a healthcare career

A successful career can still create complex financial decisions at every stage.

NHS Pension Complexity

SCHEME CHANGES & ALLOWANCES

Multiple scheme changes, annual allowance charges, and retirement options that are rarely straightforward.

Multiple Income Streams

NHS, LOCUM & PRIVATE PRACTICE

NHS salary, locum fees, and private-practice income can each be treated differently by lenders and tax authorities.

Mortgages & Property

COMPLEX INCOME, DELAYED PURCHASE

Training years, rota patterns, and blended income can make standard mortgage applications difficult.

Protection Gaps

LOCUM & PRIVATE INCOME AT RISK

NHS sick-pay provisions may not cover locum earnings or private practice income if you are unable to work.

Understanding these challenges is the starting point for building a financial plan that fits a healthcare career.

PENSION PLANNING

The NHS pension: more complex than it appears

A valuable benefit — and one of the most misunderstood aspects of a healthcare career.

- **Scheme complexity:** The 1995, 2008, and 2015 sections carry different rules for benefits, retirement age, and commutation.
- **Annual allowance:** Higher earners may face unexpected tax charges if pension growth is not monitored.
- **Private practice income:** Earnings outside the NHS can affect pension calculations and tax planning.
- **Retirement decisions:** Phased retirement, benefit timing, and whether supplementary savings are right for you.

NHS pension rules can be complex and may change. Specialist pension or tax advice should be obtained where relevant.

KEY QUESTIONS TO CONSIDER

Which section of the NHS pension do you hold, and what does that mean for your retirement age and benefit structure?

Could your total pension inputs — NHS and private — be approaching an annual allowance threshold?

Is there a role for additional pension or investment provision alongside the NHS scheme?

What does a realistic retirement look like, and when do you want to stop working full time?

PROPERTY & MORTGAGE

Mortgages around healthcare income

Healthcare income can be structured in ways that standard mortgage criteria do not always accommodate easily. Understanding how lenders assess each income type is the starting point.

> *The right lender and the right presentation of income can make a significant difference to borrowing options and rates available.*

IMPORTANT

Mortgage availability, amounts, and rates depend on individual circumstances, income evidence, and lender criteria. A mortgage is not guaranteed.

Your home may be repossessed if you do not keep up repayments on your mortgage.

INCOME TYPES LENDERS MAY CONSIDER

- **NHS employed salary** — typically straightforward with payslips and P60.
- **Locum income** — lender treatment varies; specialist lenders may use an average over 12–24 months.
- **Private practice income** — typically assessed via SA302 tax returns; some lenders accept two years' self-employed evidence.
- **Junior doctors & trainees** — some lenders apply specialist criteria recognising future earning trajectory.
- **Blended income** — NHS salary combined with locum or private earnings requires lenders experienced with mixed income structures.

YOUR MOST VALUABLE ASSET

Protection for healthcare professionals

NHS sick-pay provisions are a valuable starting point. But locum income, private practice earnings, and income above NHS band thresholds may not be covered if you are unable to work.

NHS Sick Pay Limits

THE STARTING POINT

NHS provisions cover employed NHS income only. Locum fees and private income may stop immediately.

Income Protection

MONTHLY INCOME

Regular benefit if illness or injury prevents you from working, structured to sit above NHS sick-pay provisions, subject to policy terms.

Critical Illness

LUMP SUM

Tax-free payment on diagnosis of a specified serious illness — clear debt, fund recovery time, protect private practice income.

Life Insurance

FAMILY SECURITY

Lump sum or income benefit if you die during the policy term, protecting those who depend on your total income, not just your NHS salary.

Insurance policies are subject to terms, conditions, exclusions and underwriting.

OUR CLIENTS

Who we commonly help

NHS Consultants

Pension complexity, annual allowance, private practice income, and property decisions.

Pension · Investments · Mortgages · Protection

GPs & Partners

Partnership income, premises, NHS pension alongside personal pension, and practice protection.

Pension · Business Protection · Mortgages

Locum Doctors

Variable income mortgages, protection without employer sick pay, and pension planning independently of the NHS scheme.

Mortgages · Protection · Pension · Investments

Junior Doctors

First-time buyer mortgages with lenders who recognise training incomes and future earning trajectory.

Mortgages · Protection · Financial Planning

Allied Health Professionals

Nurses, paramedics, physios, and other NHS staff with pension decisions, mortgages, and protection planning.

Mortgages · Pension · Protection

Private Practitioners

Building wealth, managing tax-efficient income, and planning retirement alongside or independent of the NHS pension.

Investments · Pension · Mortgages · Protection

START THE CONVERSATION

Build clarity around your career

Tell us about your career, your goals, and the decisions you would like to make with more confidence.

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