

Employment Tax Services



Hansuke's unique blend of industry expertise, employment taxes specialism and distinctive client delivery model, provides our clients with a preferred trusted advisor. Our clients, ranging from major global banks to small investment businesses, increasingly find that the complexity of their businesses, the changing employment taxes landscape and the increasing activity of HMRC, make it imperative to work with an advisor ready to spend the time to understand your business and compliance risk appetite. We, at Hansuke, pride ourselves in working closely with our clients delivering expert and practical advice, and we do not abstain from providing our view of complex tax positions.

Given the increasing responsibilities and pressure on employers to correctly gather and report tax and NIC on behalf of HM Revenue & Customs, it is essential for employers to regularly review and update their employment tax compliance. In addition, employers must utilise tax planning, employee incentive and cost cutting policies to ensure that they are commercial to attract and retain key talent but also practical and tax compliant.

We have a wealth of experience and some recent work has included:

- helping our clients manage their tax compliance requirements and reduce unnecessary tax risks;
- drawing on our strong relationships with HMRC to share practical knowledge with our clients;
- using our experience to work with all areas of the business impacted by employment taxes;
- proactively engaged in sharing knowledge with our clients; and
- identifying key areas of risk mitigation and cost reductions appropriate for the FS industry.

We are an agile firm, able to respond quickly to clients' evolving needs in a dynamic environment. As a specialist consultancy, we have the flexibility to customise our services to meet our clients' bespoke needs.

Whether your issue relates to a one-off query or a full review of your employment tax policies and procedures, our methodology sits in four key areas; **Review, Assessment, Report** and **Improvement**.

Review - Compliance Analysis

- Analysis of the records to discover potential compliance issues for payments of cash, equity, expenses and benefits provided to employees, directors and consultants both on and off the payroll; and
- Facts based reviews and high level discussions with finance, HR and payroll teams to establish procedures, policies and principles of the company's current and historic employment tax position.

Such reviews can be part of a holistic **Employer Compliance Health Check**, using HMRC inspection methodologies with clear and practical recommendations, part of an **SAO review**, analysing process maps and focusing primarily on PAYE reporting requirements, or as one-off **subject matter reviews**, focusing on a particular area such as employment status or the reporting of benefits/expenses via the P11D and PAYE Settlement Agreement regime.



Employment Taxes methodology

Assessment - Risk Management

- Identify internal risks in correctly complying with employment tax legislation;
- Development of policies and procedures that demonstrate the company's compliance; and
- Delivery of training to mitigate 'knowledge gap' risks.

Report - Reporting Requirements

- Advice and assistance with reporting of PAYE/NIC through Real Time Information, Apprenticeship Levy and Gender Pay Gap, and Expenses/Benefits;
- Special cases of International staff such as overseas directors, internal auditors and IT staff;
- Preparation and review of PAYE Settlement Agreements;
- Managing settlements with HMRC for any historic failures or disputes; and
- Gaining advance clearance from HMRC for complex termination payments, particularly involving death and disability.

Improvement – Incentives & Cost Reductions

- Advise on incentive arrangements for employee and director population in a tax efficient and compliant manner, covering equity, pay, bonus schemes and benefits; and
- Cost reduction ideas and implementation, including salary sacrifice arrangements for pensions.

Contact

Our proven methodology and approach will benefit our clients in meeting their employment taxes compliance obligations. We would welcome the opportunity to arrange a meeting with our experts to understand your exact needs and our solutions thereto.

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