

pem.



Employment Taxes.

Audit, accounting and taxation services

Helping you as an employer

We know that your employees are key to the success of your organisation; whether you are a start-up business employing a handful of staff; a multi-national business with employees and directors located around the world; or a charity or not-for-profit entity.

The recruitment, retention and motivation of key staff is a fundamental part of any successful enterprise and with an ever changing and complex tax system, employers have the increasingly difficult task of keeping up to date and meeting their obligations. Getting it wrong can be costly – both in time and penalties.

How we can help

Employment Tax

PEM's Employment Taxes team has significant experience in advising large and small employers on all areas of employment tax. We take pride in seeing our clients, and their employees, succeed. We take the time to understand your organisation, your objectives and culture to provide you with clear and tailored advice, allowing you to concentrate on doing what you are good at – running your business.

Our employment tax services include:

- Advising on the taxation of all remuneration, expenses and benefits provided to employees and directors;
- Ad-hoc advice in areas such as relocation policies, reward schemes and termination arrangements;
- The preparation and submission of annual forms P11D and P11D(b);
- Liaising with HMRC to agree PAYE Settlement Agreements;
- Advising on Employment Status and the impact of Off-Payroll Working legislation;
- PAYE and Share Scheme reviews, to monitor ongoing compliance or as part of a transactional due-diligence exercise; and
- Managing all aspects of HMRC employer compliance reviews or voluntary disclosures.

Employee Share Incentives

We provide a comprehensive service in the design, implementation and communication of employee share incentives, be that a simple award of shares through to an HM Revenue & Customs approved all-employee arrangement.

We work closely with clients to understand the short and long-term objectives of the Board and the shareholders, to provide a tailored approach which will allow shares to be awarded, or share options to be granted, to employees in as tax efficient manner as possible, with such arrangements clearly communicated to participants to ensure maximum appreciation.

International Employment Tax

If you have employees working in the UK from overseas, even temporarily, or send UK employees to work overseas you need to understand and comply with the tax and social security implications and the reporting obligations in both the UK and overseas, as well as the interaction between the different tax regimes.

We work with you to understand your objectives and to address your employees' objectives about working internationally to provide certainty, to minimise administration and to reduce costs. As a member of Kreston International, the global network of independent accounting firms, PEM will ensure that you and your employees receive the advice you need wherever in the world you are operating.

Further information on PEM's Employment Taxes can be found on our website www.pem.co.uk



Derek Carr
dcarr@pem.co.uk



Matthew Eady
meady@pem.co.uk



Kate Millard
kmillard@pem.co.uk



Hannah Stoney
hstoney@pem.co.uk



Laurence Tittensor
ltittensor@pem.co.uk



Max Dunand
mdunand@pem.co.uk

pem.co.uk

PEM
Salisbury House
Station Road
Cambridge CB1 2LA

t. 01223 728222
e. pem@pem.co.uk



A member of Kreston International
A global network of independent accounting firms