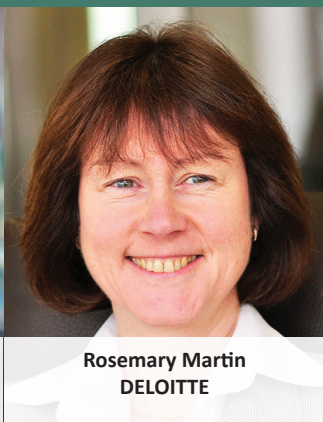


Employment Tax Planning Conference 2015

*Covering the Latest Employment Tax Developments
for Companies, Partnerships, and LLPs*

Tuesday 20th January 2015
etc Venues - The Hatton, London

Speaker Faculty Includes:



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09:00 Registration

09:30 **Chairman's Opening Remarks**



Patrick Way QC
Barrister
FIELD COURT TAX CHAMBERS

09:35 **Employment/Self-Employment and the Attack on False Employment**

From Barnett v. Brabyn to Weight Watchers

- Understanding Weight Watchers
- The Barnett v. Brabyn get out of jail card
- Other key cases:
 - Ready Mix Concrete
 - Autoclenz
 - Serpol
 - Talentcore
- Control – how to make it work for you
- Substitution clauses and their relevance in a sceptical modern world
- Dealing with an HMRC investigation
- Planning for the future
- Key issues

NEW

The new notion of false employment

- HMRC's approach
- Treatment of workers supplied by agencies – the new rules
- Supervision, direction or control
- Personal provisions
- PAYE implications
- NIC implications

A brief look at personal service companies in the current regime



Patrick Way QC
Barrister
FIELD COURT TAX CHAMBERS

Patrick Way QC has strong advocacy and advisory practices. He has successfully represented clients at all levels of the UK court system and he acts for both taxpayer and HMRC alike in cases where the tax at stake may run into hundreds of millions of pounds. He has also advised on some of the biggest UK takeovers. His clients include major corporates as well as famous celebrities, charities, wealthy individuals and businesses of all types whom he has advised in relation to virtually every form of UK tax.

10:35 Coffee Break & Networking

10:55 **Internationally Mobile Employees and Short Term Business Visitors:
Opportunities and Pitfalls to Avoid**

- Statutory Residence Test: impact and lessons learned
- Assignment planning: reducing the tax burden
- Short term business visitors: HMRC turn up the heat
- New developments: autumn statement update



Rosemary Martin
Director
DELOITTE

Rosemary is a Director in Deloitte's Global Employer Services team in London. She has more than 20 years' experience of working with clients who have internationally mobile employees. Rosemary regularly speaks at client events and delivers training to both clients and Deloitte staff. Rosemary's clients are drawn from a wide range of business sectors including financial services, oil and gas and manufacturing.

11:40 **Using Partnerships/New Salaried and Mixed Partnership Provisions - An Analysis of the FA 2014 Changes**

- Limited liability partnerships and salaried members
 - Dealing with the problems
 - Planning ahead
- Partnerships with mixed membership
 - Understanding the problems
 - Sorting out and avoiding the problems
 - Planning opportunities

NEW



Jennifer C Wheeler
Partner
DUANE MORRIS

Jenny Wheeler is a partner in the London office of US law firm, Duane Morris. Jenny has a wide ranging practice including investment fund formation, finance transactions and employment tax issues. Being admitted to practice in both England and Wales and New York means that Jenny has particular expertise in cross border tax issues involving these two countries. She is a frequent speaker at tax conferences and writes extensively on tax issues. She is an active member of the BVCA Tax Committee.

12:25

Developments in Share Schemes & Employment Related Securities Issues

- Approved schemes: the demise of “approval”; the raising of scheme limits and other compliance changes
- The Growth of Employer Shareholder Shares
- Employee-Ownership trusts
- Are Growth Shares still safe planning?
- Finance Bill changes



Nick Wallis

Partner

SMITH & WILLIAMSON

Nick Wallis is the partner responsible for employee incentives services at Smith & Williamson's London corporate tax department. Nick is originally a lawyer by background. He advised private clients for several years but has been involved with employee benefits since 1987. He now concentrates on advising clients on share schemes and other tax-efficient incentives. Nick is a member of the Society of Share Scheme Practitioners. He specialises in the taxation and design of employee incentives, both all-employee and discretionary. He has also helped a wide range of clients from the large multinationals to start-up owner-managed businesses. He has also designed and implemented unapproved retirement benefit arrangements and advises on employee remuneration trusts.

13:00

Networking Lunch

14:00

Travel & Subsistence – An Update

- Reminder of current hot topics/issues
- Government response to OTS report
- Possible implications of changes
- Possible future developments

NEW



Teresa Payne

Partner; National Head of Employment Tax

BDO

Teresa is National Head of Employment Taxes team at BDO LLP. She has almost 30 years of experience in all aspects of employment tax matters such as Pay As You Earn, National Insurance Contributions, expenses and benefits in kind – gained from both the Inland Revenue (as it then was) as well as Big Four accountancy firms. Her clients span from FTSE100 companies to small owner managed businesses across a wide variety of industries including the public/not for profit sector. She is also a seasoned presenter and respected author in her area of speciality.

14:45

Employment Law – Relevant Aspects

- Binding shareholder votes on remuneration – the experience so far
- Dealing with the end of an employment relationship
- Clawback/malus
- LLP members - where are we now?
- Zero hours workers



Holly Insley

Senior Associate

FRESHFIELDS BRUCKHAUS DERINGER

Holly is a senior associate in the employment, pensions and benefits team at Freshfields. Holly advises on employment and benefits issues in an advisory, transactional and contentious context, with a particular focus on international transactions and on senior executive remuneration. Holly trained at Freshfields and qualified in February 2007. She has spent time on secondment at Northern Rock plc and in 2013 spent seven months in the firm's Hong Kong office working as part of its Asia employment team. Holly studied law at The Queen's College, Oxford University.

15:30

Afternoon Refreshments

15:50

The Taxation of Pensions Bill

- Update on the key provisions of the Taxation of Pensions Bill
- Challenges and opportunities created by new the environment
- Emerging market practice and practical impact
- Implications for employers
- A look forward to the broader implications for pensions and reward

NEW



Steven Taylor

Senior Manager

PwC

Steven Taylor is an actuary at PwC and specialises in advising corporate and private equity clients on a range of pensions challenges including the design of pension and reward plans, pension scheme funding and in transactions. Steven has 15 years industry experience, including 10 years working in the “Big Four”, and sits on the Main Committee of the Association of Consulting Actuaries.

16:50

Final Q&A

17:00

Chairman's Closing Remarks
& End of Conference

*“Good broad-ranging update on
developments and contemporary issues”*

(H Tyler, BNY Mellon)

Employment Tax Planning Conference 2015 FKW52865

Tuesday 20th January 2015, etc Venues – The Hatton, London

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WHEN AND WHERE

FKW52865
20th January 2015
London

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