

The Employment Tax Forum 2012

Why attend this conference?

In a globalised and competitive world one of the key differentiators for any organisation is its talent. Tax efficient benefits and incentives can be a key factor in attracting and retaining these key people and ensuring your company stays ahead.

Those responsible for employment tax planning have the dual burden of ensuring compliance whilst minimising the tax exposure of the company. Faced with a myriad of tax concerns as well as continually changing legislation it might sometimes seem like an impossible task.

Tolley's Employment Tax Forum 2012 can help. Featuring renowned experts and insightful advice, this one day conference offers a practical and timely overview of the key tax planning areas for employment tax specialists in 2012. Covering topics including **disguised remuneration, Real Time Information, pension taxation, salary sacrifice schemes and termination payments** it offers an extensive range of subjects highlighted to us by you as the key employment tax areas of concern for 2012.

Who will you meet?

This conference has been designed to address the concerns of employment tax specialists working in roles including:

- Head of Tax
- Head of Employment taxes
- Employee taxes manager
- Partner
- Director

Previous attendees have represented:

Thomas Cook Group • BT • Eversheds • Royal Liver • Lloyds banking Group • KPMG • The Co-Operative • Nationwide • G4S • RSM Tenon • British American Tobacco • Anglian Water Group • Clifford Chance • Pennant International Group • Xstrata • University of Nottingham • Insafe International • Aviva • Grant Thornton • MacFarlanes • RSA Insurance Group • CIGNA Healthcare • ING Car Lease UK • Baker Tilly.

Sponsorship Opportunities

Promote your brand, showcase your expertise and meet new clients. Various sponsorship opportunities are available at the event. For more information contact **Ami Shah** on 020 7400 2501 or email ami.shah@lexisnexis.co.uk

Don't just take our word for it; this is what delegates to our previous employment tax conferences have had to say:

"As always the conference delivered all its promises and the speakers were passionate and knowledgeable about their subject."

James Lupton, Lloyds Banking Group

"Probably the best conference on employment tax I have attended in recent years!"

Lee Towers, University of Nottingham

"Great speakers, topical subjects and notes and practical venue. All in all an event to attend!"

Femi Ogunshakin, Mayflower Solicitors

"Both informative and practical advice delivered in an effortless manner."

Stephen Baker, BDO Stoy Hayward

Post conference workshop:

National Insurance Contributions

1 March 2012, Central London, 9am start, 12 pm finish

www.conferencesandtraining.com/NIC

Lead by Jim Yuill, renowned social security expert and managing director of the Yuill Consultancy this interactive half day workshop will address your pressing national insurance concerns and any planning opportunities for the coming year.

Jim will cover a number of general NIC issues via a series of case studies but is quite happy to include topics suggested beforehand by delegates.

This workshop is available to conference delegates for only £199 – see back page for details.

For more details see www.conferencesandtraining.com/NICworkshop

Employment Tax Planning 2011

This new addition to the Tax Planning series is a comprehensive source for all information on taxation and social security aspects of employment; from the design of a remuneration package to international assignments and residence and domicile.

Employment Tax Planning provides detailed commentary and explanations of the law, worked examples, checklists, quick reference tax and NIC tables. This practical guide is also fully up-to-date to include planning advice resulting from all 2011 changes in employment taxation.

Employment Tax Planning is an essential read for all tax practitioners providing practical advice on areas of employment taxation.



BOOK TODAY & SAVE UP TO £100

Email registrations@lexisnexis.co.uk Tel +44 (0)20 7347 3574

www.conferencesandtraining.com/employment-tax-2012

Programme

Wednesday 29 February 2012

09.00 Registration

09.20 **Chairman's Welcome and Introduction**

Brian Lovie, Director of Employment Taxes Group, PKF

09.25 **Case study: Barclays - the impact of disguised remuneration legislation**

Case study

- Outline of legislation
- Liaising with HMRC
- Impact on share and cash plans
- Other practical issues

Sam Wallis, Director, Employment & Wealth Taxes, Barclays Group Tax

10.05 **Case law update**

- The latest notable cases
- The impact on tax planning going forward

Andrew Thornhill QC, Pump Court Tax Chambers

10.55 Morning break

11.10 **Real-Time Information (RTI) - what you REALLY need to know**

- What is RTI?
- What are the implications?
- How should employers approach this?
- The downside-getting it wrong

Teresa Payne, Partner-National Head of Employment Tax-Human Capital, BDO

11.40 **National Insurance update for 2012**

- The NIC changes from April 2012
- How to mitigate NIC costs
- PAYE and NIC merger – fact or fiction?
- A round up of recent NIC appeals and decisions

Jim Yuill, Managing Director, The Yuill Consultancy

12.20 Lunch break

The after lunch sessions are streamed, please pick the session most appropriate to your role

13.30 **A: Pensions for executives**

- The new pension limits and the tax implications for businesses
- Planning for executive retirement
- Planning for the long term future: longer life expectancy and business pressures

Speaker tbc, RSM Tenon

OR

13.30 **B: Pensions: auto-enrolment**

- The timeline for auto-enrolment
- The employers and employees affected
- The future of NEST

NEST representative invited

14.10

C: Managing global employees: the impact of residency status on employers

- The income tax test
- Statutory test – the consultation process so far
- The impact of a potential statutory test on global employers and cost implications
- Practical guidance on managing the tax affairs of a diverse workforce

Sean Dury, Partner Global Residency, PWC

OR

14.10

D: End of year filing – planning hints and tips

- Re-capping year end procedures
- Getting the P35, P11Ds, forms 42, right
- Year end tax planning ideas

Nicola Pitcher, Senior Tax Manager, Saffrey Champness

14.50

Afternoon coffee break

15.10

Salary sacrifice schemes

- Flexible not breakable - review your sacrifice arrangements – how, when and why?
- Benefits and VAT in light of AstraZeneca
- Car schemes
 - Green car schemes – worth considering?
 - Whatever happened to ECOS?
 - Fuel benefits don't add up, what else can be done?
 - Private cars and NIC in the light of Total People
- The impact of disguised remuneration on loan financing

Mark Groom, Partner, Deloitte

15.50

Termination payments

- What termination payments and benefits are subject to full tax and NICs?
- When does the £30,000 exemption apply?
- What counts as a payment in lieu of notice (PILON) and how does this affect tax status?
- How is compensation for discrimination taxed?
- How does the OT Tax Code apply to post P45 payments?

Michael Ingle, Consultant - Employee Benefits Department, Baker & McKenzie LLP

16.30

Employee share schemes – an in-house perspective

- Unapproved share schemes
- Taxed Approved Share Schemes (TASS)
- Disguised remuneration
- Future challenges and risks

Alistair Gibson, Head of Employee Taxes, Aviva

17.10

Chairman's closing remarks

Pre-Conference Networking

All our delegates will be able to take advantage of our pre-conference online networking. Our system, Leebug, allows you to connect with other delegates, discuss and debate the issues, set up meetings and submit questions for the panels.

Registration

The Employment Tax Forum 2012

Wednesday 29 February 2012

Central London

Your priority booking code is:

web

You will need to quote this code to claim your early booking discount*

*The early booking discounts are only available when you register by the dates stated below.

Payment details

- £549 + VAT per delegate for bookings received by 21 December 2011 – **SAVE £100!**
- £599 + VAT per delegate for bookings received by 18 January 2012 – **SAVE £50!**
- £649 + VAT per delegate for bookings received after 18 January 2012
- £399 + VAT Discounted rate for higher education institutions, local authorities and registered charities
- £199 + VAT NIC workshop
- £199 (zero VAT) documentation only

Choose your sessions: 13.30 A or B 14.10 C or D

*Please note: discounts cannot be used in conjunction with one another. You will need to quote your booking code to claim your discount

- Payment by cheque made payable to LexisNexis Payment by credit card

1st delegate details

Name
Job title
Email <small>(Please note we may need to send you information on venue changes by email)</small>
Tel
Additional requirements

2nd delegate details

Name
Job title
Email <small>(Please note we may need to send you information on venue changes by email)</small>
Tel
Additional requirements

Address details

Company	
Address	
City	Postcode

Booking contact / invoice address

Name	
Tel	Email
Address (if different from above)	

I understand that this booking is subject to the cancellation terms set out on this registration form.

Authorised Signature

(all bookings must be signed)

Booking & Enquiries (please note we require written confirmation)

Tel +44 (0)20 7347 3574 Fax +44 (0)20 7347 3576

Email registrations@lexisnexis.co.uk

Post LexisNexis Conferences, Halsbury House,
35 Chancery Lane, London WC2A 1EL

www.conferencesandtraining.com/employment-tax-2012

Sponsorship and exhibition opportunities

Enhance your brand and meet new clients

Take this excellent opportunity to position your organisation at the forefront of the market. This conference will provide an excellent platform to raise your organisation's profile in front of key industry participants and showcase your expertise and services as the pre-eminent organisation in the field.

To find out more about the range of opportunities available, please contact Ami Shah on 020 7400 2501 or email ami.shah@lexisnexis.co.uk

Forthcoming Events

Should you require any further information on any of the events below, please tick the appropriate box and return to LexisNexis.

- Transfer Pricing, Central London, 6 December 2011
- VAT in 2012, Central London, 8 March 2012
- Tax Planning for Sports and Entertainers, Central London, 22 March 2012

For more information visit www.confernecesandtraining.com/tax

You can still benefit from the day's event if you can't make it!

Naturally, nothing matches the experience of coming to the conference, but if you really can't make it, you can still benefit by ordering a set of course papers. Available for £199, this will give you a permanent record of the subjects covered, which you can share with your colleagues.

To order call on +44 (0)20 7347 3574 or return the booking form.



Conference papers now also available on USB stick!
Delegates will receive hard copy papers and free USB stick

Administration

VENUE
Central London

FEE
Your one-day fee includes attendance, refreshments, lunch and course documentation. Full payment, including VAT must be received prior to the conference. Please post a cheque for the full amount with your completed registration form or tick the payment by credit card box and we will call you to obtain card details. Once payment has been received a VAT invoice/receipt will be issued.

OUR CONFIRMATION OF YOUR BOOKING
All bookings will be acknowledged in writing within five working days of receipt and joining instructions (final conference details and a venue location map) will be emailed to delegates approximately two weeks before the event. Please telephone the Bookings Enquiries line immediately:

- if you have not received written acknowledgement of your booking within 7 days of sending it by fax, post or email or
- if you have not received your joining instructions five days before the event

HOTEL ACCOMMODATION
Venuehunt Ltd
Tel: 01722 500 675
Fax: 01722 500 729
Email: lexisnexis@venuehunt.co.uk
Quote the code VHLEX at the time of booking.

ADDITIONAL REQUIREMENTS
LexisNexis Conferences would like to ensure that all delegates can participate fully at our events. If you have any additional requirements, eg, wheelchair access, large print documentation or an induction loop, or if you have any particular dietary requirements please let us know on the adjacent form.

Please call me to discuss my requirements in more detail.

CERTIFICATE OF ATTENDANCE
A certificate of attendance is available on request, following your attendance at this conference, as a record of your training and development.

DOCUMENTATION SALE
Your notes will be dispatched within five working days after the event. Please call us if you do not receive your notes by two weeks after the event.

CANCELLATIONS
A refund of fees will be made only for cancellations received in writing at least 14 days before the event (less a 25% cancellation fee to cover administration costs). No refunds will be made for cancellations received within 14 days of the event and failure to attend after confirming a booking will be subject to the same terms. We regret that the transfer of a booking to another event cannot be made but a substitute delegate will be accepted at any time before the event.

This programme is correct at the time of going to press. However, we reserve the right to alter or cancel the programme due to circumstances beyond our control.

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