Tolley® Exam Training

CTA ADVANCED TECHNICAL PAPER

HUMAN CAPITAL

PRE REVISION QUESTION BANK

FA 2023 & F(No 2)A 2023

May and November 2024 Sittings

PQ626

Tolley® Tax intelligence from LexisNexis®

INTRODUCTION

This Advanced Technical Pre Revision Question Bank contains 15 exam standard questions all with answers updated to Finance Act 2023 and Finance (No 2) Act 2023. This question bank forms an important part of your preparation for the examination - question practice is the key to passing exams.

As you answer the questions you may refer to either a hard copy or on-screen version of the **CTA Tax Tables 2024** and your own personalised version of the approved online legislation.

Using this question bank

All the CTA Advanced Technical exams are **3.5 hours** in length.

We suggest you **allocate 2 minutes per mark** which allows for 10 minutes initial reading time.

10 mark question = 20 minutes
15 mark question = 30 minutes
20 mark question = 40 minutes

You should attempt each question as if you were in the real exam. Try to **avoid just reading the answers** to questions - it is all too easy to nod as you read the answer saying “yes I know that point, yes I understand that advice given” - the test is would you have actually put those points in your answer? You won’t find this out unless you **type up the answers and we recommend you do this using the on-screen version of this QB**. Ensuring you type up “proper” answers also gives you a good idea of how long an exam standard answer will take you to produce.

Preparing your answers

Questions set on the Advanced Technical papers **do not require a specific format** of answer - all questions will require a direct answer (rather than a letter to a client or an email to the tax partner). Requirements will start with words like “Explain”, “Discuss”, “Compare” and “Calculate”.

There may be scenarios where there is no single correct answer or where the answer is not definitive. You will be expected to **make recommendations** as to actions which should be taken by the subject of the question.

You are expected to produce **full and reasoned answers** sufficient to demonstrate your knowledge and application in order to gain the available marks. **Brief bullet points are unlikely to be sufficient.**

Key **presentation considerations** include spacing your answer out, cross referencing your workings and using subheadings and short paragraphs.

The CIOT do not award “presentation and higher skills” (PHS) marks on individual questions nor will they form part of the 100 marks available on a paper. Instead, when they carry out their normal review of a script that is just below a pass, **up to two bonus PHS marks per paper** can be awarded which could therefore boost a candidate from a fail to a pass.

When awarding these bonus marks, the CIOT have stated they will consider:

- The accuracy of spelling and grammar.
- Whether full sentences have been used where appropriate (in some cases appropriately detailed lists may be appropriate, for example setting out the conditions for a relief to apply).
- Whether answers flow well and are presented in a logical order.
- Whether conclusions have been reached where it is appropriate to expect a conclusion.

Reviewing your answers

It is essential to read through your answer when you have finished typing it (within the time allocated for that question). We thought it might be useful at this stage to pass on some tips about how to review your answers effectively – **before** you look at the model answer.

Remember the first thing the marker will do is read your answer through as a whole – what overall impression are you giving of your ability? A good question to ask yourself is would the reader pay money for your advice? Have you put the marker in a good mood as soon as they see your script or are they going to be dreading marking what you have handed in?

You may be able to make some small corrections at this review stage – you may find you have missed out a vital word such as “not” or you may at this stage think of another point or two to add while reading through your answer. This approach could increase your marks much more effectively than carrying on with the point you were making before you stopped to do this final review.

Reviewing the model answer

In the advanced technical papers, it is quite likely that there is no single right answer. The model answer is only one possible solution. You may well have included valid points which are not included in the model answer. Review critically both your answer and the model answer. Are there points in the model answer which you could have included in your answer to get extra marks? Are there points you have included which, with the benefit of hindsight, you should have left out?

CONTENTS

QUESTIONS

CTA EXAMINATIONS

2024

TAX TABLES

INCOME TAX - RATES AND THRESHOLDS

	2023/24	2022/23
Rates	%	%
Starting rate for savings income only	0	0
Basic rate for non-savings and savings income only	20	20
Higher rate for non-savings and savings income only	40	40
Additional and trust rate for non-savings and savings income	45	45
Dividend ordinary rate	8.75	8.75
Dividend upper rate	33.75	33.75
Dividend additional rate and trust rate for dividends	39.35	39.35
Thresholds	£	£
Savings income starting rate band	1 – 5,000	1 – 5,000
Basic rate band	1 – 37,700	1 – 37,700
Higher rate band	37,701 – 125,140	37,701– 150,000
Dividend allowance	1,000	2,000
Savings allowance		
– Taxpayer with basic rate income	1,000	1,000
– Taxpayer with higher rate income	500	500
– Taxpayer with additional rate income	Nil	Nil
Standard rate band for trusts	1,000	1,000
Scottish Tax Rates(1)	%	%
Starter rate	19	19
Scottish basic rate	20	20
Intermediate rate	21	21
Higher rate	42	41
Top rate	47	46
Scottish Tax Thresholds(1)	£	£
Starter rate	1 – 2,162	1 – 2,162
Scottish basic rate	2,163 – 13,118	2,163 – 13,118
Intermediate rate	13,119 – 31,092	13,119 – 31,092
Higher rate	31,093 – 125,140	31,093 – 150,000
Top rate	125,140+	150,000 +

INCOME TAX - RELIEFS

	2023/24	2022/23
	£	£
Personal allowance(2)	12,570	12,570
Married couple's allowance(3)	10,375	9,415
– Maximum income before abatement of relief - £1 for £2	34,600	31,400
– Minimum allowance	4,010	3,640
Transferable Tax allowance for married couples and civil partners(4)	1,260	1,260
Blind person's allowance	2,870	2,600
Enterprise investment scheme relief limit(5)	1,000,000	1,000,000
Venture capital trust relief limit	200,000	200,000
Seed enterprise investment scheme relief limit	200,000	100,000

Notes: (1) Scottish taxpayers pay Scottish income tax on non-savings income.

(2) The personal allowance of any individual with adjusted net income above £100,000 is reduced by £1 for every £2 of adjusted net income above the £100,000 limit.

(3) Only available where at least one partner was born before 6 April 1935. Relief restricted to 10%.

(4) The recipient must not be liable to tax above the basic rate. The recipient is eligible for a tax reduction of 20% of the transferred amount.

(5) The limit is £2 million, where over £1 million is invested in knowledge intensive companies.

CTA EXAMINATIONS

2024

TAX TABLES

ISA limits	**2023/24**	**2022/23**
	£	£
Maximum subscription:		
'Adult' ISAs	20,000	20,000
Junior ISAs	9,000	9,000

Pension contributions

	Annual allowance[1]	**Minimum pension age**
	£	
2022/23	40,000	55
2023/24	60,000	55

Basic amount qualifying for tax relief	£3,600
Maximum tax-free lump sum	£268,275

Note: (1) The annual allowance is tapered by £1 for every £2 of adjusted income above £260,000 (FA 2022: £240,000) for individuals with threshold income above £200,000. It cannot be reduced below £10,000 (FA 2022: £4,000).

Employer Supported Childcare	**2023/24**	**2022/23**
Exemption – basic rate taxpayer[2]	£55 per week	£55 per week

Note: (2) For schemes joined on or after 6 April 2011 the exempt childcare amounts for higher and additional rate taxpayers (based on the employer's earning assessment only) are £28 and £25 respectively.

ITEPA mileage rates

Car or van[3]	First 10,000 business miles	45p
	Additional business miles	25p
Motorcycles		24p
Bicycles		20p
Passenger payments		5p

Note: (3) For NIC purposes, a rate of 45p applies irrespective of mileage.

INCOME TAX - BENEFITS

Car benefits – 2023/24

Emissions	**Electric range (miles)**	**Car benefit %[4]**	
0g/km	N/A	2%	
1-50g/km	>130	2%	
1-50g/km	70-129	5%	
1-50g/km	40-69	8%	
1-50g/km	30-39	12%	
1-50g/km	<30	14%	
51-54g/km		15%	
55-59g/km		16%	
60-64g/km		17%	
65-69g/km		18%	
70-74g/km		19%	
75g/km or more		20%	+ 1% for every additional whole 5g/km above 75g/km
160g/km or more		37%	

Note: (4) 4% supplement for diesel cars excluding those that meet the Real Driving Emissions Step 2 (RDE2) standard (not to exceed maximum of 37%).

CTA EXAMINATIONS

2024

TAX TABLES

Fuel benefit base figure	**2023/24**	**2022/23**
	£	£
	27,800	25,300

Van benefits	**2023/24**	**2022/23**
	£	£
No CO_2 emissions	Nil	Nil
CO_2 emissions > 0g/km	3,960	3,600
Fuel benefit for vans	757	688
Official rate of interest	2.25%	2%

INCOME TAX - CHARGES

Child benefit charge	**Withdrawal rate**
Adjusted net income >£50,000	1% of benefit per £100 of income between £50,000 and £60,000
Adjusted net income >£60,000	Full child benefit amount assessable in that tax year

CAPITAL ALLOWANCES

Annual investment allowance for plant and machinery (AIA)(1)	100%
WDA on plant and machinery in main pool(2)	18%
WDA on plant and machinery in special rate pool(3)	6%
WDA on patent rights and know-how	25%
WDA on structures and buildings (SBA) (4)	3%

Notes: (1) On first £1,000,000 of investment in plant & machinery (not cars) from 1 January 2019.
(2) The main pool rate applies to cars with CO_2 emissions of not more than 50g/km (prior to April 2021 not more than 110g/km).
(3) The special pool rate applies to cars with CO_2 emissions greater than 50g/km (prior to April 2021 greater than 110g/km).
(4) A 10% rate applies in respect of freeport tax site expenditure (until 30 September 2026) and on investment zone expenditure.

100% First year allowances (FYA) available to all businesses

Capital expenditure incurred by a person on research and development.
New zero-emission goods vehicles (until April 2025).
New cars which either emit 0 g/km of CO_2 (50g/km prior to April 2021) or are electric (until April 2025).
Electric vehicle charging points (until April 2025).

First year allowances (FYA) available to companies only

	Assets in main pool	Assets in special rate pool
Expenditure on new plant and machinery (other than cars) between 1 April 2023 and 31 March 2026 (5)	100%	50%
Expenditure on new plant and machinery (other than cars) in a freeport tax site (until 30 September 2026)	100%	100%
Expenditure on new plant and machinery (other than cars) in an investment zone	100%	100%

Notes: (5) 130% for expenditure between 1 April 2021 and 31 March 2023.

INCOME TAX - SIMPLIFICATION MEASURES

	2023/24	**2022/23**
	£	£
'Rent-a-room' limit	7,500	7,500
Property allowance/Trading allowance	1,000	1,000

CTA EXAMINATIONS

2024

TAX TABLES

Flat Rate Expenses for Unincorporated Businesses

Motoring expenses	First 10,000 business miles		45p per mile
	Additional business miles		25p per mile
Business use of home	25 – 50 hours use		£10 per month
	51 – 100 hours use		£18 per month
	101+ hours use		£26 per month
Private use of business premises	No of persons living there:	1	£350 per month
		2	£500 per month
		3+	£650 per month

Cash Basis for Unincorporated Businesses

Turnover threshold to join scheme	£150,000
Turnover threshold to leave scheme	£300,000

NATIONAL INSURANCE CONTRIBUTIONS

Class 1 limits	**2023/24**			**2022/23**		
	Annual	**Monthly**	**Weekly**	**Annual**	**Monthly**	**Weekly**
Lower earnings limit (LEL)	£6,396	£533	£123	£6,396	£533	£123
Primary threshold (PT)	£12,570	£1,048	£242	£11,908	£1,048	£242
Secondary threshold (ST)	£9,100	£758	£175	£9,100	£758	£175
Upper earnings limit (UEL)	£50,270	£4,189	£967	£50,270	£4,189	£967
Upper secondary threshold for under 21 (UST)	£50,270	£4,189	£967	£50,270	£4,189	£967
Apprentice upper secondary threshold for under 25 (AUST)	£50,270	£4,189	£967	£50,270	£4,189	£967
Freeport upper secondary threshold (FUST)	£25,000	£2,083	£481	£25,000	£2,083	£481

Class 1 primary contribution rates		
Earnings between PT and UEL	12%	13.25%
Earnings above UEL	2%	3.25%
Class 1 secondary contribution rates		
Earnings above ST [(1)]	13.8%	15.05%

Note: (1) Rate of secondary NICs between the ST and the UST, AUST & FUST is 0%.

	2023/24	**2022/23**
Employment allowance		
Per year, per employer	£5,000	£5,000
Class 1A contributions	13.8%	15.05%
Class 1B contributions	13.8%	15.05%
Class 2 contributions		
Normal rate	£3.45 pw	£3.15 pw
Small profits threshold (SPL) [(2)]	£6,725	£6,725 pa
Lower profits limit (LPL) [(2)]	£12,570	£11,908

Note: (2) From 2022/23, Class 2 NICs are only payable where profits exceed the LPL. However, where profits are between the SPL and the LPL, there will be an entitlement to contributory benefits.

Class 3 contributions	£17.45	£15.85 pw
Class 4 contributions		
Annual lower profits limit (LPL)	£12,570	£11,908
Annual upper profits limit (UPL)	£50,270	£50,270
Percentage rate between LPL and UPL	9%	9.73%
Percentage rate above UPL	2%	2.73%

CTA EXAMINATIONS

2024

TAX TABLES

OTHER PAYROLL INFORMATION

Statutory maternity/adoption pay		First 6 weeks @ 90% of AWE Next 33 weeks @ the lower of £172.48 and 90% of AWE
Statutory shared parental pay /paternity pay/parental bereavement pay		For each qualifying week, the lower of 90% of AWE and £172.48
Statutory sick pay		£109.40 per week
Student Loan	Plan 1:	9% of earnings exceeding £22,015 per year (£1,834.58 per month/ £423.36 per week)
	Plan 2:	9% of earnings exceeding £27,295 per year (£2,274.58 per month /£524.90 per week)
	Plan 4:	9% of earnings exceeding £27,660 per year (£2,305 per month /£531.92 per week)
Postgraduate Loan		6% of earnings exceeding £21,000 per year (£1,750 per month/£403.84 per week)

National living/minimum wage (April 2023 onwards)

Category of Worker	**Rate per hour**
	£
Workers aged 23 and over	10.42
21–22 year olds	10.18
18–20 year olds	7.49
16–17 year olds	5.28
Apprentices	5.28

Accommodation Offset £9.10 per day

HMRC INTEREST RATES (assumed)

Late payment interest	6.50%
Interest on underpaid corporation tax instalments	5.00%
Repayment interest	3.00%
Interest on overpaid corporation tax instalments	3.75%

CTA EXAMINATIONS

2024

TAX TABLES

CAPITAL GAINS TAX

	2023/24	2022/23
Annual exempt amount for individuals	£6,000	£12,300

CGT rates for individuals, trusts and estates

Gains qualifying for business asset disposal[1]/investors' relief	10%	10%
Gains for individuals falling within remaining basic rate band[2]	10%	10%
Gains for individuals exceeding basic rate band and gains for trusts and estates[3]	20%	20%

Notes: (1) Formerly called entrepreneurs' relief
(2) The rate is 18% if the gain is in respect of a residential property
(3) The rate is 28% if the gain is in respect of a residential property

Business Asset Disposal relief	**2023/24**	**2022/23**
Relevant gains (lifetime maximum) [4]	£1 million	£1 million

Investors' relief		
Relevant gains (lifetime maximum)	£10 million	£10 million

Note: (4) For qualifying disposals made before 11 March 2020 the lifetime limit was £10 million.

Retail Prices Index

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1982	–	–	79.44	81.04	81.62	81.85	81.88	81.90	81.85	82.26	82.66	82.51
1983	82.61	82.97	83.12	84.28	84.64	84.84	85.30	85.68	86.06	86.36	86.67	86.89
1984	86.84	87.20	87.48	88.64	88.97	89.20	89.10	89.94	90.11	90.67	90.95	90.87
1985	91.20	91.94	92.80	94.78	95.21	95.41	95.23	95.49	95.44	95.59	95.92	96.05
1986	96.25	96.60	96.73	97.67	97.85	97.79	97.52	97.82	98.30	98.45	99.29	99.62
1987	100.0	100.4	100.6	101.8	101.9	101.9	101.8	102.1	102.4	102.9	103.4	103.3
1988	103.3	103.7	104.1	105.8	106.2	106.6	106.7	107.9	108.4	109.5	110.0	110.3
1989	111.0	111.8	112.3	114.3	115.0	115.4	115.5	115.8	116.6	117.5	118.5	118.8
1990	119.5	120.2	121.4	125.1	126.2	126.7	126.8	128.1	129.3	130.3	130.0	129.9
1991	130.2	130.9	131.4	133.1	133.5	134.1	133.8	134.1	134.6	135.1	135.6	135.7
1992	135.6	136.3	136.7	138.8	139.3	139.3	138.8	138.9	139.4	139.9	139.7	139.2
1993	137.9	138.8	139.3	140.6	141.1	141.0	140.7	141.3	141.9	141.8	141.6	141.9
1994	141.3	142.1	142.5	144.2	144.7	144.7	144.0	144.7	145.0	145.2	145.3	146.0
1995	146.0	146.9	147.5	149.0	149.6	149.8	149.1	149.9	150.6	149.8	149.8	150.7
1996	150.2	150.9	151.5	152.6	152.9	153.0	152.4	153.1	153.8	153.8	153.9	154.4
1997	154.4	155.0	155.4	156.3	156.9	157.5	157.5	158.5	159.3	159.5	159.6	160.0
1998	159.5	160.3	160.8	162.6	163.5	163.4	163.0	163.7	164.4	164.5	164.4	164.4
1999	163.4	163.7	164.1	165.2	165.6	165.6	165.1	165.5	166.2	166.5	166.7	167.3
2000	166.6	167.5	168.4	170.1	170.7	171.1	170.5	170.5	171.7	171.6	172.1	172.2
2001	171.1	172.0	172.2	173.1	174.2	174.4	173.3	174.0	174.6	174.3	173.6	173.4
2002	173.3	173.8	174.5	175.7	176.2	176.2	175.9	176.4	177.6	177.9	178.2	178.5
2003	178.4	179.3	179.9	181.2	181.5	181.3	181.3	181.6	182.5	182.6	182.7	183.5
2004	183.1	183.8	184.6	185.7	186.5	186.8	186.8	187.4	188.1	188.6	189.0	189.9
2005	188.9	189.6	190.5	191.6	192.0	192.2	192.2	192.6	193.1	193.3	193.6	194.1
2006	193.4	194.2	195.0	196.5	197.7	198.5	198.5	199.2	200.1	200.4	201.1	202.7
2007	201.6	203.1	204.4	205.4	206.2	207.3	206.1	207.3	208.0	208.9	209.7	210.9
2008	209.8	211.4	212.1	214.0	215.1	216.8	216.5	217.2	218.4	217.7	216.0	212.9
2009	210.1	211.4	211.3	211.5	212.8	213.4	213.4	214.4	215.3	216.0	216.6	218.0
2010	217.9	219.2	220.7	222.8	223.6	224.1	223.6	224.5	225.3	225.8	226.8	228.4
2011	229.0	231.3	232.5	234.4	235.2	235.2	234.7	236.1	237.9	238.0	238.5	239.4
2012	238.0	239.9	240.8	242.5	242.4	241.8	242.1	243.0	244.2	245.6	245.6	246.8
2013	245.8	247.6	248.7	249.5	250.0	249.7	249.7	251.0	251.9	251.9	252.1	253.4
2014	252.6	254.2	254.8	255.7	255.9	256.3	256.0	257.0	257.6	257.7	257.1	257.5
2015	255.4	256.7	257.1	258.0	258.5	258.9	258.6	259.8	259.6	259.5	259.8	260.6
2016	258.8	260.0	261.1	261.4	262.1	263.1	263.4	264.4	264.9	264.8	265.5	267.1
2017	265.5	268.4	269.3	270.6	271.7	272.3	272.9	274.7	275.1	275.3	275.8	278.1

CTA EXAMINATIONS

2024

TAX TABLES

Chartered Institute of Taxation.

Lease percentage table

Years	Percentage	Years	Percentage	Years	Percentage	Years	Percentage
50+	100.000	37	93.497	24	79.622	11	50.038
49	99.657	36	92.761	23	78.055	10	46.695
48	99.289	35	91.981	22	76.399	9	43.154
47	98.902	34	91.156	21	74.635	8	39.399
46	98.490	33	90.280	20	72.770	7	35.414
45	98.059	32	89.354	19	70.791	6	31.195
44	97.595	31	88.371	18	68.697	5	26.722
43	97.107	30	87.330	17	66.470	4	21.983
42	96.593	29	86.226	16	64.116	3	16.959
41	96.041	28	85.053	15	61.617	2	11.629
40	95.457	27	83.816	14	58.971	1	5.983
39	94.842	26	82.496	13	56.167	0	0.000
38	94.189	25	81.100	12	53.191		

CORPORATION TAX

Financial year	**2023**	**2022**
Main rate	25%	19%
Standard small profits rate	19%	N/A
Augmented profit limit for standard small profits rate	£50,000	N/A
Augmented profit limit for marginal relief	£250,000	N/A
Standard marginal relief fraction	3/200	N/A
Marginal rate	26.5%	N/A
Patent rate	10%	10%

EU definition of small and medium sized enterprises

	Small [2]	Medium [2]	Extended definition for R&D expenditure
Employees[1]	< 50	< 250	<500
Turnover[1]	≤ €10m	≤ €50m	≤ €100m
Balance sheet assets[1]	≤ €10m	≤ €43m	≤ €86m

Notes: (1) Must meet employees criteria and either turnover or balance sheet assets criteria.
(2) Thresholds apply for transfer pricing and distributions received by small companies.

Research and development expenditure

Financial year	**2023**	**2022**
Total relief for Small & medium enterprises (SMEs)	186%	230%
R&D tax credit for SME losses	10%	14.5%
Large companies – RDEC	20%	13%

CTA EXAMINATIONS

2024

TAX TABLES

VALUE ADDED TAX

	Standard rate	VAT fraction
Rate	20%	1/6

Limits

	£
Annual registration limit	85,000
De-registration limit	83,000

Thresholds	**Cash accounting**	**Annual accounting**
	£	£
Turnover threshold to join scheme	1,350,000	1,350,000
Turnover threshold to leave scheme	1,600,000	1,600,000

ADVISORY FUEL RATES (as at 1 March 2023)

Engine size	**Petrol**	**LPG**	**Engine size**	**Diesel**
1400cc or less	13p	10p	1600cc or less	13p
1401cc to 2000cc	15p	11p	1601cc to 2000cc	15p
Over 2000cc	23p	17p	Over 2000cc	20p

Electricity rate 9p

OTHER INDIRECT TAXES

	2023/24	**2022/23**
Insurance premium tax(1)		
Standard rate	12%	12%
Higher rate	20%	20%

Tobacco products duty	**From 15.03.2023**	**From 27.10.2021**
Cigarettes	16.5% x retail price + £294.72 per thousand cigarettes (or £393.45 per thousand cigarettes (2))	16.5% x retail price + £262.90 per thousand cigarettes (or £347.86 per thousand cigarettes (2))
Cigars	£367.61 per kg	£327.92 per kg
Hand-rolling tobacco	£351.03 per kg	£302.34 per kg
Other smoking/chewing tobacco	£161.62 per kg	£144.17 per kg
Tobacco for heating	£302.93 per kg	£270.22 per kg

Notes: (1) Premium is tax inclusive ($^{3}/_{28}$ for 12% rate and $^{1}/_{6}$ for 20% rate).
(2) The £393.45/£347.86 per thousand cigarettes is a minimum excise duty (if higher than the first calculation)

CTA EXAMINATIONS

2024

TAX TABLES

INHERITANCE TAX

Death rate	40%[3]	**Lifetime rate**	20%

Note: (3) 36% rate applies where 10% or more of the deceased person's net chargeable estate is left to charity.

Nil rate bands

6 April 1996 – 5 April 1997	£200,000	6 April 2003 – 5 April 2004	£255,000
6 April 1997 – 5 April 1998	£215,000	6 April 2004 – 5 April 2005	£263,000
6 April 1998 – 5 April 1999	£223,000	6 April 2005 – 5 April 2006	£275,000
6 April 1999 – 5 April 2000	£231,000	6 April 2006 – 5 April 2007	£285,000
6 April 2000 – 5 April 2001	£234,000	6 April 2007 – 5 April 2008	£300,000
6 April 2001 – 5 April 2002	£242,000	6 April 2008 – 5 April 2009	£312,000
6 April 2002 – 5 April 2003	£250,000	6 April 2009 – 5 April 2026	£325,000

Residence nil rate bands[4]

6 April 2017 – 5 April 2018	£100,000	6 April 2019 – 5 April 2020	£150,000
6 April 2018 – 5 April 2019	£125,000	6 April 2020 – 5 April 2026	£175,000

Note: (4) An additional nil rate band is available where a main residence is passed on death to a direct descendant. Tapered withdrawal for estates > £2million.

Taper relief

Death within 3 years of gift	Nil%
Between 3 and 4 years	20%
Between 4 and 5 years	40%
Between 5 and 6 years	60%
Between 6 and 7 years	80%

Quick Succession relief

Period between transfers less than one year	100%
Between 1 and 2 years	80%
Between 2 and 3 years	60%
Between 3 and 4 years	40%
Between 4 and 5 years	20%

Lifetime exemptions

Annual exemption		£3,000
Small gifts		£250
Wedding gifts	Child	£5,000
	Grandchild or remoter issue or other party to marriage	£2,500
	Other	£1,000

ANNUAL TAX ON ENVELOPED DWELLINGS (ATED)

Residential property value	**From 1.4.23**	**From 1.4.22**
>£0.5m - ≤ 1m	£4,150	£3,800
> £1m - ≤ 2m	£8,450	£7,700
> £2m – ≤ 5m	£28,650	£26,050
> £5m – ≤ 10m	£67,050	£60,900
> £10m – ≤ 20m	£134,550	£122,250
> £20m	£269,450	£244,750

STAMP DUTY/SDRT

Stamp duty[1]	- On shares transferred by physical stock transfer form	0.5%
Stamp duty reserve tax[2]	- On agreements to transfer shares[2]	0.5%
	- On shares transferred to depositary receipt schemes	1.5%

Notes: (1) Does not apply to UK securities traded on a recognised growth market (eg AIM).
(2) Does not apply to units in UK unit trust schemes or shares in UK OEICS bought from fund managers.

CTA EXAMINATIONS

2024

TAX TABLES

STAMP DUTY LAND TAX

Qualifying purchases in a Freeport receive full SDLT relief

Stamp Duty Land Tax on purchase price / lease premium / transfer value – England & NI

Basic Rate %[3][4][5][6]	Residential[3][4][5][6]	Rate %	Non-Residential
0	£0 - £250,000	0	£0 - £150,000
5	£250,001 - £925,000	2	£150,001 - £250,000
10	£925,001 - £1,500,000	5	£250,001 +
12	£1,500,001+		

Notes: (3) The basic rates are increased by 3% (the 'higher rates') where the purchase is of an additional residential property for individuals. Companies and trusts pay the additional 3% on all purchases of residential properties, subject to Note 4 below.

(4) Companies (and certain other entities) pay 15% on purchases of residential property valued > £500,000 (subject to exceptions).

(5) First-time buyers purchasing a single dwelling as their only/main residence may benefit from a reduced rate. (This includes qualifying shared ownership properties.) SDLT will not be due on properties up to £425,000. For homes between £425,000 and £625,000, SDLT will be payable at 5% on the amount above the £425,000 threshold. Homes bought for more than £625,000 will incur the rates as per column 1 in above table.

(6) Non-resident individuals and companies will pay an additional 2% surcharge for purchases of residential property. This is in addition to the basic rate, the higher rate (where applicable, in Note 3), and the 15% rate (where applicable, in Note 4).

New leases – Stamp Duty Land Tax on lease rentals – England & NI

Rate (%)	Net present value of rent	
	Residential	**Non-residential**
0	Up to £250,000	Up to £150,000
1	Excess over £250,000	£150,001-£5m
2	N/A	Over £5m

Land and Buildings Transaction Tax (LBTT) on purchase price – Scotland

Basic Rate %[1][2][3]	Residential	Rate %[1]	Non-Residential
0	up to £145,000	0	£0 - £150,000
2	£145,001 - £250,000	1	£150,001 - £250,000
5	£250,001 - £325,000	5	£250,001 +
10	£325,001 - £750,000		
12	£750,001 +		

Notes: (1) Rates are charged on the portion of consideration that falls in each band. The same tax is payable for a premium granted for a land transaction, except for residential leases which are generally exempt. Special rules apply to a premium for non-residential property where the rent exceeds £1,000 a year.

(2) The 'Additional Dwelling Supplement' of 6% of the relevant consideration applies broadly to purchases of an additional dwelling by individuals & trusts (over which the beneficiary has substantial rights) & to purchases of a dwelling by certain businesses, companies & other trusts.

(3) There is a relief for first-time buyers where a 0% rate is applied to the first £175,000 of the purchase consideration.

New leases – Land and Buildings Transaction Tax (LBTT) on lease rentals - Scotland

Rate (%)	Net present value of rent[4]
	Non-residential
Zero	Up to £150,000
1%	£150,001 to £2,000,000
2%	£2,000,001+

Note: (4) Residential leases are generally exempt

QUESTIONS

1. Thissop Ltd is a private company registered and operating in the UK. During 2023/24, it encountered some financial and operating difficulties, including losing a number of payroll staff. Most of the payroll activity was left to Josh, the payroll and administration apprentice at Thissop Ltd.

   In November 2024, the payroll manager conducted a review of Josh's work and found the following:

   1) A number of payments of tax and NICs were made late to HMRC via PAYE during the year. The late payments occurred in respect of the May, August, September, November and December pay periods in 2023 and also the February 2024 pay period. All the returns were, however, submitted on time.

   2) Bonuses, which were paid to the five directors in December 2023, have not been reported on their P60s. This has only come to light because HMRC opened an enquiry into the return of Steve Simons, the Managing Director, and Steve informed Thissop Ltd that HMRC had spotted the error. Josh has confirmed that he realised they were missing but didn't know what to do about it, so he just left them out. The tax and NICs for the bonuses have still not been paid over to HMRC yet as Thissop Ltd is having a bit of a cashflow crisis. The payroll manager does not expect to be able to make the payments until January 2026.

   Requirement:

   Explain the potential exposure to penalties for Thissop Ltd and comment on what Josh should have done when he discovered the errors in relation to the directors' bonuses. (10)

2. Transcoastal Freight Ltd ('TFL') is a small coastal freight operator based in Southampton. It has recently started to sell its services into French ports and as a result, has recruited more crew members. One of these is a French deckhand, Pascal.

Pascal arrived in the UK on 28 April 2024 in order to take up his position on 1 May 2024. His base is the Southampton freight depot and he is required to form part of the crew four days a week to assorted destinations around the UK and French coasts, as required by the freight manager.

The freight manager forecasts that Pascal will form part of the crew making a voyage to France three times a month, always leaving on one day and returning on the next day. The rest of his working days will be on ships travelling between UK ports.

Pascal is domiciled in France and has only ever visited the UK for a week or so in total, in the past ten years. On 28 April 2024, he bought a small, dilapidated property close to Southampton. He gave up the lease on his apartment in Lille on 31 May 2024. He intends to spend all his available time off work for the next year or so, renovating his new home in the UK. He is entitled to four weeks' annual leave, which he will take in a single block over Christmas 2024. His position on all voyages during that period, will be assigned to another crew member.

Requirement:

1) Explain whether TFL should deduct tax under PAYE on the whole of Pascal's earnings or just on the earnings relating to the days he spends on voyages to UK ports in 2024/25.

2) Discuss whether the split year rules apply to Pascal's residence position in 2024/25.

(15)

You are not required to comment on National Insurance Contributions.

3. Ayushi Sharma works for HI International plc ('HII'), an aerospace company. She joined HII as part of their graduate intake on 1 July 2023. Between finishing her degree at the University of Lancaster and starting work at HII, she worked increased hours at a part-time job she had at a local multiplex cinema. The 'student loan deductions' box had been ticked on her P45 by the cinema payroll staff. Ayushi has confirmed that her student loan was taken out in September 2019.

   Her starting salary at HII is £22,000 and HII also pays for her private medical insurance at a yearly premium of £600, a benefit which it payrolls. Ayushi received a 'welcome payment' of £800 with her first salary payment. She is paid monthly.

   In September 2023, she complains to the payroll department because she had money deducted from her July pay as a student loan deduction, and she did not think she earned enough for that to happen. She thought HII had noticed their mistake when no deduction was made in August, but would like to know when she will get a refund of the money deducted in July.

   Requirement:

   Comment, with reasons, on whether Ayushi's complaint is justified. (10)

4. Samphire Ltd is a recently established company operating as a facilities management agency in the UK. It helps clients fill staff vacancies and cover temporary roles, as well as providing facilities management services for short-term or long-term projects.

A PAYE scheme has already been set up in relation to the directors and the office staff. Samphire Ltd is aware that there may be a need to deduct tax and national insurance contributions from the workers that are provided to fulfil clients' requirements. However, the payroll department is unclear as to whether and for whom, they should be doing this. A few of the people Samphire Ltd has placed with clients have refused to fill in starter questionnaires, saying that the PAYE scheme won't apply to them. These are:

- Alison Eddowes: placed by Samphire Ltd with a local hotel for five days as a temporary receptionist

- Dermot Flynn: a close-up magician provided by Samphire Ltd to a local theme park as they wanted someone to entertain the queues. His contract is for three months

- Dilnott Ltd: who provided ten of their employees to be stewards at the four day beer festival this week

- Mohammed Khalid: an IT specialist engaged to install wi-fi and point-of-sale facilities for the beer festival

In each case, Samphire Ltd has a contract with the client to find a person to fit their requirements. Samphire Ltd finds the appropriate worker(s), invoices the client for the worker's services and then pays the worker or the provider of the workers directly.

Requirement:

Explain how Samphire Ltd decides which workers should be brought into the PAYE scheme and why. Comment on whether Samphire Ltd has an obligation to tell HMRC about those workers it does <u>not</u> deduct tax and NICs from. (15)

5. A new non-executive director, Leo Vincent, is being appointed to the main board of Bigelow plc, a UK incorporated company.

Leo is a non-UK national and is tax resident in a country which taxes worldwide income and has neither a double tax treaty nor a reciprocal social security agreement with the UK.

Leo currently holds no other UK directorships but has done so in the past five years. He has not previously been UK tax resident.

The intention is that Leo will attend Board meetings and other committee meetings in Bigelow plc's London office and will also travel to other parts of the UK and overseas locations as required. It is expected that he will spend 15 days in the UK in 2024/25, 39 days in 2025/26, and around 55 days per year thereafter.

Leo will pay for his own accommodation and other expenses in London. His air fares to and from the UK and travel and subsistence expenses associated with visits outside London will be picked up directly or reimbursed to Leo by Bigelow plc.

Requirement:

Explain whether Leo Vincent will be liable to UK tax and national insurance contributions. (15)

6. Aeratech UK Ltd ('AUK') is a private company incorporated in the UK. AUK has always traded from within the UK, but recently decided to take advantage of new trading opportunities by setting up a subsidiary in Yeswain, Aeratech Yeswain Ltd ('AY').

AY is going to need short-term support from the UK based workforce of AUK. AUK is prepared to offer some of its existing UK based employees secondments to AY in Yeswain. Whilst in Yeswain, these staff will help train the staff of AY. After the secondments, the staff will return to their UK duties.

The proposals are:

1) Staff will be seconded to AY for 18 months at a time. Start dates for each secondment will be 1 January 2024 or 1 July 2024.

2) Seconded staff will work full-time for AY in Yeswain, have no UK duties and will be paid in Yeswain Dollars (Y$) by AY.

3) All benefits and expenses of the Yeswain secondment, as listed below, will be arranged and paid for by AY.

4) Expenses of travel will include the costs of travel between the UK and Yeswain at the start and the end of the 18 month secondment and will also cover one trip per month between the UK and Yeswain, either for seconded staff or their relatives.

5) Yeswain has no public health system, so private medical insurance will be provided throughout the secondment.

6) A rented apartment will be provided for the use of each seconded employee and their family throughout the secondment.

7) It is anticipated that employees owning homes in the UK may wish to know the UK tax implications of any disposal of the property while they are on secondment.

8) AUK has confirmed that all staff to be seconded are currently classified as resident within the UK and have been for some time. They are all domiciled in the UK.

9) Yeswain is situated outside the EEA. It has no UK double tax treaty and no reciprocal social security agreement with the UK.

Requirement:

Explain the UK income tax and National Insurance implications of the proposed overseas secondments. (20)

7. Fibrotech Ltd ('Fibrotech') is a technology company recently set up in the UK by its parent, Fibrotech Group Ltd. Fibrotech Group Ltd is based in the Republic of Ireland.

The intention is that Fibrotech will develop the group's activities within the UK. To oversee the initial phase of the project, Fibrotech Group Ltd's Sales Manager, Kieran Clarke, will relocate to London from 1 July 2024 for a period which is expected to last between 18 months and two years.

It is likely that additional support and sales staff will be seconded to the UK from Head Office in the Republic of Ireland for short periods while the London business is being established. Some employees will be seconded to the UK for two months; others will be seconded to the UK for four months.

Although Kieran Clarke will spend most of his time in the UK, he will also spend at least two months each year visiting customers in Europe. This is not anticipated to include any time in the Republic of Ireland.

An extract of the UK/Ireland DTA is attached.

Requirement:

Comment on any UK income tax and national insurance issues arising for Fibrotech Ltd from the various secondments. (20)

EXTRACT FROM UK / IRELAND DOUBLE TAXATION AGREEMENT

ARTICLE 4 - Fiscal Domicile

(1) For the purposes of this Convention, the term 'resident of a Contracting State' means, subject to the provisions of paragraphs (2) and (3) of this Article, any person who, under the law of that State, is liable to taxation therein by reason of his domicile, residence, place of management or any other criterion of a similar nature; the term does not include any individual who is liable to tax in that Contracting State only if he derives income from sources therein. The terms 'resident of the United Kingdom' and 'resident of the Republic of Ireland' shall be construed accordingly.

(2) Where by reason of the provisions of paragraph (1) of this Article an individual is a resident of both Contracting States, then his status shall be determined in accordance with the following rules:

(a) he shall be deemed to be a resident of the Contracting State in which he has a permanent home available to him. If he has a permanent home available to him in both Contracting States, he shall be deemed to be a resident of the Contracting State with which his personal and economic relations are closer (centre of vital interests);

(b) if the Contracting State in which he has his centre of vital interests cannot be determined, or if he has not a permanent home available to him in either Contracting State, he shall be deemed to be a resident of the Contracting State in which he has a habitual abode;

(c) if he has a habitual abode in both Contracting States or in neither of them, he shall be deemed to be a resident of the Contracting State of which he is a national;

(d) if he is a national of both Contracting States or of neither of them, the competent authorities of the Contracting States shall settle the question by mutual agreement.

ARTICLE 15 - Employments

(1) Subject to the provisions of Article 17 and 18, salaries, wages and other similar remuneration derived by a resident of a Contracting State in respect of an employment shall be taxable only in that State unless the employment is exercised in the other Contracting State. If the employment is so exercised, such remuneration as is derived therefrom may be taxed in that other State.

(2) Notwithstanding the provisions of paragraph (1) of this Article, remuneration derived by a resident of a Contracting State in respect of an employment exercised in the other Contracting State shall be taxable only in the first-mentioned State if:

(a) the recipient is present in the other State for a period or periods not exceeding in the aggregate 183 days in the fiscal year concerned; and

(b) the remuneration is paid by, or on behalf of, an employer who is not a resident of the other State; and

(c) the remuneration is not borne by a permanent establishment or a fixed base which the employer has in the other State.

(3) In relation to remuneration of a director of a company derived from the company the preceding provisions of this Article shall apply as if the remuneration were remuneration of an employee in respect of an employment and as if references to "employer" were references to the company.

8. Knowle plc is the UK head of a travel agency group. It currently has subsidiaries in five European companies. It is considering setting up a new business in Portugal and has asked the UK marketing director, Selwyn, to move to Lisbon to open a new office on 6 April 2024. As he is not sure how well this will turn out, Selwyn has agreed to a two year secondment in the first instance. This will be on the following basis:

   - Selwyn's wife will accompany him, but his two children will remain in the UK at university
   - Knowle plc will provide accommodation for Selwyn and his wife in Lisbon, but Selwyn will be responsible for any tax payable in respect of this
   - The family will retain their home in the UK as one of the sons still lives at home, and Selwyn will stay there as and when he returns to the UK
   - Selwyn will make frequent work trips to the UK, for around one week per month. All travel connected with these UK trips will be paid for by Knowle plc
   - Selwyn's UK trips will enable him to update the board on Knowle's progress in Portugal, and also to keep in touch with his UK-based team who will still report to him

   Selwyn is UK domiciled.

   An extract from the Double Taxation Agreement between the UK and Portugal is set out below.

   Requirement:

   Explain the UK income tax and social security implications of the arrangements agreed between Knowle plc and Selwyn. There is no need to consider tax equalisation. (15)

EXTRACT FROM UK / PORTUGAL DOUBLE TAXATION AGREEMENT

ARTICLE 4 - Residence

(1) For the purposes of this Convention, the term 'resident of a Contracting State' means any person who, under the law of that State, is liable to taxation therein by reason of his domicile, residence, place of management or any other criterion of a similar nature, and the terms 'resident of the United Kingdom' and 'resident of Portugal' shall be construed accordingly.

(2) Where by reason of the provisions of paragraph (1) an individual is a resident of both Contracting States, then his status shall be determined in accordance with the following rules:

(a) He shall be deemed to be a resident of the Contracting State in which he has a permanent home available to him. If he has a permanent home available to him in both Contracting States, he shall be deemed to be a resident of the Contracting State with which his personal and economic relations are closest (centre of vital interests);

(b) If the Contracting State in which he has his centre of vital interests cannot be determined, or if he has not a permanent home available to him in either Contracting State, he shall be deemed to be a resident of the Contracting State in which he has a habitual abode;

(c) If he has a habitual abode in both Contracting States or in neither of them, he shall be deemed to be a resident of the Contracting State of which he is a national;

(d) If he is a national of both Contracting States or of neither of them, the competent authorities of the Contracting States shall settle the question by mutual agreement.

9. BreakOut Ltd is a UK private company recently set up by Harry Markham, a serial entrepreneur with experience in the leisure industry. BreakOut Ltd operates a virtual reality escape room centre which Harry expects to be very successful. Currently there are 100,000 £1 ordinary shares in issue, all of which are held by Harry. To ensure growth, he wishes to incentivise the full-time director, Daisy Lord, by offering her 5,000 newly issued £1 ordinary shares. The shares are not subject to restrictions and their current market value for tax purposes is estimated at £5 per share. Harry hopes to sell the company to a leisure chain in about three years' time when the shares may be worth £15 each.

   Harry is considering three alternatives:

   1) Daisy is offered the shares immediately at a price of £2.50 per share and the company makes a loan to Daisy to subscribe for the shares. The loan would be interest-free and would be repayable when the shares are sold.

   2) Daisy is granted an option to purchase the shares at £5 each. The option would only be exercisable if there is to be a sale of the company. This would be achieved by the option agreement providing that they could be exercised either on an actual sale of the company, or by Board resolution immediately before a sale if the Board believed that such a sale was likely to take place.

   3) Daisy is granted an option on the same terms as in 2) above, except that it would be a qualifying Enterprise Management Incentives option.

   Requirement:

   Explain, with supporting calculations as appropriate, the tax and reporting implications for BreakOut Ltd and Daisy of the proposed alternatives. (20)

10. Crabtree Ltd is a UK company which trades as a builders' merchant. In recent years, Crabtree Ltd has also developed a plant hire business which has been treated as a separate trade for Corporation Tax purposes. The plant hire business has not been successful and it has been decided that the business will permanently cease in three weeks' time on 31 May 2024. This will result in the manager responsible for the plant hire business (Gordon, aged 53) being made redundant.

Gordon has an annual salary of £36,000. His redundancy package includes a statutory redundancy payment of £2,500 plus an additional payment of £2,500 under the company's redundancy scheme. Gordon's contract of employment entitles him to three months' notice of termination of his employment. On closure of the plant hire business Crabtree Ltd is considering whether to:

1) Summarily terminate Gordon's employment and pay £9,000 in lieu of notice, or

2) Give three months' notice of termination and pay his salary for June to August in the normal way but advise Gordon that his services will not be required after closure of the plant hire business.

In addition, Crabtree Ltd will make a non-contractual payment of £30,000 by way of compensation for loss of employment. Crabtree Ltd has no established practice of making such payments apart from the redundancy scheme.

Crabtree Ltd will also pay £2,000 into its registered pension scheme for Gordon.

Requirement:

1) Explain the Income Tax and National Insurance contribution implications of the proposed payments to Gordon, including both alternatives 1) and 2) for the payment in respect of Gordon's notice period. (12)

2) Explain the relief available for Corporation Tax purposes for each payment. (3)

Total (15)

11. On 20 April 2023, Bestrest Hotels UK Ltd recruited Nikolas to become the general manager of its new Cambridge hotel. Nikolas (42 years' old) previously managed the Bestrest Hotel group's flagship hotel in Rualand. Nikolas's salary in this new post is £75,000 a year and he has no other UK income.

Nikolas had been contributing to a Rualand based pension scheme at a rate of 5% of his salary and wishes to continue to do so, whilst working in the UK. The pension scheme is registered with the authorities in Rualand and is the equivalent of a UK approved pension scheme. Whilst working in Rualand, Nikolas's contributions to the scheme were deductible against his Rualand tax liability.

Bestrest Hotels UK Ltd has indicated it is willing to make matching employer contributions to the Rualand pension fund instead of to its own UK occupational pension scheme, but only provided such contributions are deductible for corporation tax purposes.

The UK does not have a double tax agreement with Rualand.

Requirement:

1) Explain if Nikolas will be entitled to UK tax relief in respect of pension contributions to the Rualand scheme;

2) Explain whether Bestrest Hotels UK Ltd will be entitled to a corporation tax deduction in respect of the employer's contributions it makes to that scheme in respect of Nikolas; and

3) Explain how the annual allowance rules apply to Nikolas.

(10)

12. Barbary Ltd is an unlisted events management company, which set up a new office in Bristol with a view to expanding its operations into the South-West and South Wales on 1 July 2024. It has recently transferred Stephanie, a member of the existing senior leadership team, to the Bristol office to lead the expansion.

In order to motivate Stephanie to make a success of the expansion, on 5 July 2024, Barbary Ltd issued her with 2,000 £1 Class B shares. Class B shares entitle the holder to dividends at 50% of the dividend rate declared for ordinary £1 Class A shares and carry no voting rights.

Barbary Ltd had its shares valued at the beginning of July 2024 as:

Class of shares	**Value per share**
	£
Class A	6.20
Class B	3.00

If Stephanie succeeded in building the Bristol business so that it achieved turnover and net profit above a set level, she was entitled to convert her Class B shares into ordinary £1 Class A shares. If she achieved that target within three years of the Bristol office opening, she also had the option to acquire a further 500 ordinary £1 Class A shares at their July 2024 value of £6.20 each.

Stephanie was very good in her new role and achieved the target levels of turnover and net profit for the new business by 30 November 2026. At that time, the value of the Barbary Ltd's shares was as follows:

Class of shares	**Value per share**
	£
Class A	9.00
Class B	4.25

Stephanie's Class B shares were duly converted to Class A shares on 30 November 2026.

As the targets were met within three years of the opening of the Bristol office, on 30 November 2026 Stephanie was awarded the promised option to acquire the additional 500 ordinary £1 Class A shares at £6.20 each. She exercised that option on 1 July 2027, when the shares were worth £11.50 each. She expects to hold the shares for at least two years before selling them.

Requirement:

1) Explain how Stephanie should be taxed on her share-based remuneration; and (8)

2) Explain Barbary Ltd's reporting obligations and the penalties that will apply if those obligations are not met. (7)

Total (15)

13. Canefero Industries plc ('CI') are a large bread and cake manufacturer. CI's head office is in Leeds, but they are about to open a new manufacturing and distribution site just outside Hull.

Most workers are employed locally but some of the Leeds HR team have agreed to travel to the new site for at least part of the week to assist with training and provide on the ground HR support.

There is no desire for the HR team to be out of pocket and so it is proposed to pay all expenses associated with the trips to Hull.

Details are as follows:

1) Stan lives in Leeds and is based in the Leeds office. He will travel to Hull for three days a week for the next three months. He will stay overnight as it is anticipated days will be long. His remaining two days a week will be spent at home (although occasionally he will go to the Leeds office for meetings). He is to be fully reimbursed his hotel expenses and travel costs.

2) Nishi also lives in Leeds. She works four days a week, previously at the Leeds office, but has agreed that going forward indefinitely, she will spend two of these days each week in Hull. She will be reimbursed all costs of travel to and from Hull.

3) Jason works only at client sites as a merchandiser for CI. He is provided with a company car and with petrol. He must reimburse all private mileage fuel. His official base is Leeds and it is usual for him to treat his trips to client sites as business mileage. Going forward, his base is going to switch to Hull as many of his clients are based near there and it will give credibility to the new location, although he will still live in Leeds. It is anticipated that he will call into Hull office most mornings to collect the samples/products he needs. It has been agreed that he can still treat his journeys from his home to client sites via the Hull location as business mileage.

Requirement:

Explain the tax and NIC consequences of the proposals. (10)

14. Sporket Advertising Ltd ('SA') is a UK company working in the advertising and marketing sector.

For the last two months, SA has been using a freelance graphic artist, Simon Jelani, on a project for one of its clients. Simon has been working under the direction of the director in charge of the client account.

He has been and will continue to be, working almost exclusively for SA for the duration of the project, which is likely to last for at least another four months. He does have some other clients which he may work for if there are periods when we have nothing for him to do.

He works at the SA premises using SA's equipment. He is paid at an agreed hourly rate for the work, provided it meets with the account director's approval.

When SA first engaged Simon, he insisted that he was self-employed and so SA have been paying his monthly invoices on this basis. However, the HR manager is concerned as to whether this is the correct approach.

Requirement:

Explain whether, based on the facts, Simon is being correctly treated as self-employed, and if not, what the consequences of this are likely to be. (15)

15. Echo (UK) Ltd has recently been incorporated in the UK to carry out insurance business. It is a subsidiary of EQO, a company incorporated in Ecuador.

It is intended that a significant number of EQO employees will be seconded from Ecuador to the UK. They will be working in the United Kingdom for periods of between three months and three years. The employees will stay on EQO's payroll, but Echo (UK) Ltd will bear the cost of providing rented accommodation whilst in the UK, as well as the provision of a daily allowance to cover subsistence and other costs.

Some of the employees will rotate between the UK and Ecuador; working for four weeks in each location.

Some of these employees will be entitled to bring their families with them and Echo (UK) Ltd intends to pay for the families' travel at the beginning and end of the assignments and also for three return journeys home each year for vacations.

EQO is a quoted company on the Ecuadorian Stock Market and it has granted options over shares to various of the Group's senior employees including some of those who will be assigned to the UK. Further options are likely to be granted in the future.

EQO traditionally pays large bonuses to its senior employees and would wish to keep these outside the charge to UK tax and National Insurance.

As a general rule, EQO does not tax equalise assignments.

None of the employees have been to the UK before and advice has already been received that all of the proposed employees will be non-UK domiciled.

There is no double taxation or social security convention between the United Kingdom and Ecuador.

Requirement:

Explain the PAYE and National insurance consequences of the proposed secondments. (20)

ANSWERS

1. THISSOP LTD

1) Penalties

Penalties for late payment of tax and NIC

The level of penalty for late payment of tax and national insurance contributions ('NICs') depends on the number of late payments known as 'defaults' in the tax year.

The first late payment in the tax year (in this case the payment for the May period) is not treated as a default.

The penalty for each of the August 2023, September 2023 and November 2023 payments is 1% of the tax and NICs paid late. For December 2023 and February 2024, the level of the penalty increases to 2% of the tax and NIC paid late.

There is no mention of how late the payments were. If any tax and NICs remains unpaid six months after the due date for payment (including the payment for May 2023), an additional penalty of 5% of the outstanding amount can be levied. A further penalty of 5% arises where payment is still outstanding after 12 months of the due date. This is definitely the case in relation to the tax and NICs on the bonus payments if not paid until January 2026.

All penalties are in addition to the late payment interest charges, which are currently charged at 6.5%.

If Thissop Ltd cannot pay the tax and NICs on the bonus payment sooner, consideration should be given to approaching HMRC to request that payment be paid over monthly instalments. There is also the possibility of a short deferral period. If HMRC agree to the request (known as a an agreed 'time to pay' arrangement), interest will still accrue but Thissop Ltd will not be charged any late payment penalties which would have accrued after the arrangement is in place. This is of course, provided any terms set down by HMRC are complied with.

Penalties for errors

The bonuses should have been reported on the Full Payment Submissions ('FPS') due on or before the date that the bonuses were paid. As Josh omitted them from the FPS, this is an error which attracts a penalty; the amount of which depends on whether the error was careless, deliberate but not concealed or deliberate and concealed.

No penalty will be charged if Josh took 'reasonable care' when preparing the FPS. In this situation however, given he ignored the directors' bonuses because he didn't know what to do, it is unlikely that this will be successfully argued.

An error is treated as deliberate if an incorrect FPS was submitted knowingly and intentionally. An error is deliberate and concealed if an incorrect FPS was submitted knowingly and intentionally and active steps were taken to hide the error. It is likely that HMRC will accept that Josh made a deliberate but not concealed error.

The penalty is calculated as a percentage of HMRC's potential lost revenue, ie the extra tax and NICs due. The maximum penalty is 70% for a deliberate but not concealed inaccuracy (30% for a careless inaccuracy, and 100% for a deliberate and concealed inaccuracy).

The maximum penalty can be reduced for either a prompted or an unprompted disclosure. Thissop Ltd should contact HMRC as soon as possible to tell them about the error in relation to the other directors, so as to minimise the penalties due. This will mean giving HMRC reasonable help in calculating the additional liability and access to company records to check the amount due.

As HMRC have already discovered the error in Steve Simons' return, they are likely to regard any disclosure about the other directors on the same issue as a prompted disclosure and therefore the minimum penalty would be 35%.

2) RTI obligations

As the error has been discovered after 19 April 2024, it should now be corrected by submitting an additional FPS. This should record the difference between what was originally reported, as paid to the directors, and the correct amount.

MARKING GUIDE

TOPIC	**MARKS**
Identify that there are potential penalties for both late payment and error	½
Late payment penalties:	
Based on the number of defaults for the first tax year	1
Ignore the first late payment	½
Rate of 1% of tax and NIC paid late for Aug, Sep and Nov 23; 2% for Dec 23 and Feb 24	1
5% if six months late	½
An additional 5% if twelve months late	½
Consider applying for 'time to pay'	½
Penalties for error:	
Should have been reported on FPS	½
Penalty based on a percentage x potential lost revenue	½
Based on behaviour and whether prompted or unprompted	½
Minimum and maximum penalties	1
Recommend contacting HMRC immediately to minimise exposure	1
Application to facts; noting unprompted disclosure not available for HMRC discovered error	1
RTI obligations:	
Action if discovered after the year end	1
TOTAL	**10**

2. TRANSCOASTAL FREIGHT LTD

1) PAYE Obligations

The first step is to consider Pascal's residence under the statutory residence test for 2024/25. Although Pascal's work is performed onboard a vessel, due to the fact that most of the trips that he makes are not cross border trips, he will not be considered a 'relevant worker' under the statutory residence test.

Pascal's expected days outside the UK (when he will be outside the UK at midnight) are:

6 – 27 April (before he moved to the UK)	22
One day per French voyage (three x ten months (excluding April and December))	30
Total	52

He will therefore be present in the UK for 313 days, which means the automatic overseas tests are not met. As Pascal is present in the UK for more than 183 days, he will be regarded as resident in the UK for 2024/25 under the first automatic UK residence test.

Ordinarily, where an individual is UK resident for tax purposes, they are subject to tax on their worldwide employment income on a receipts basis. If, however, they are non-UK domiciled they can claim the remittance basis for their income and gains. If the individual has a continuous period of non-UK residence for three tax years out of the previous five, as is the case here, and they choose to use the remittance basis, overseas workday relief ('OWR') will apply. The effect of OWR is that Pascal is only taxable on the receipts basis in respect of earnings for UK workdays. Earnings relating to non-UK workdays are taxable on the remittance basis, ie only taxed if Pascal brings those earnings to the UK, or otherwise uses or enjoys them here.

However, in determining what constitutes UK workdays and what constitutes overseas workdays, account has to be taken of the fact that Pascal's duties as a deckhand are performed onboard a vessel. Under a special rule applying to UK residents working onboard an aircraft or vessel under ITEPA 2003, s 40; if a voyage starts or ends in the UK, then all duties performed on that voyage are treated as being carried out in the UK. Given that all of Pascal's voyages start or finish in the UK, his duties as a deckhand on the French trips are treated as being UK duties.

As all of Pascal's duties, whether on voyages to a UK port or a French port, are treated as UK duties, all of Pascal's earnings are taxable on the receipts basis regardless of whether Pascal qualifies for OWR. Accordingly, Transcoastal Freight Ltd ('TFL') should deduct tax under PAYE in respect of the whole of his earnings.

2) Consideration of split year rules

As set out in (1) above, Pascal is resident in the UK for 2024/25. If he can claim split year treatment, he will however only be treated as becoming UK resident (and as such subject to UK tax on his worldwide income) part way through the year, rather than for the whole of the tax year. This will not affect the taxation of his earnings from TFL (which we have determined are all subject to UK tax in any event). It may, however, be important in connection with any overseas income Pascal may have in 2024/25.

In order to qualify for split year treatment in 2024/25, Pascal needs to fall within one of the cases specified in the legislation.

The potentially relevant cases are Case 4 – starting to have 'an only' home in the UK, Case 5 – starting full time work in the UK and Case 8 – starting to have 'a' home in the UK. If more than one case applies, priority is given to the case that gives the shortest overseas part of the tax year.

Case 4 would give a date of 31 May 2024, the day he ceases to have the apartment in Lille and has his only home in the UK. Case 5 would give a UK residence starting date of 1 May 2024, the day Pascal commences work in the UK. Case 8 would give the date of 28 April 2024, being the date on which he acquires his UK home. The case which gives the shortest period of overseas residence is therefore Case 8.

For Case 8 to apply, Pascal must satisfy all of the below:

- Be non-UK resident in 2023/24. As he spends fewer than 46 days in the UK (the number of days applicable to an individual who has not previously been resident in the UK) he will be treated as automatically overseas resident under the statutory residence test and as such will satisfy this part of Case 8

- Be UK resident in 2025/26. This is likely to be the case under the automatic residence test as he will spend more than 183 days in the UK

- Have no home in the UK at the start of the 2024/25 tax year but does have one by the end of the tax year. He buys a property and moves in on 28 April 2024 and has no intention to sell it and so this test is likely to be met

- Continue to have a home for the whole of the following tax year. There is no indication that this will not be the case

- Prior to acquiring the UK home, he must not have sufficient ties to make him UK resident. In determining the number of permitted ties, the number of days in the 'arrivers' table for the sufficient ties is reduced in proportion to the number of whole months left in the tax year after that date; ie by 11 out of 12 months. However, it is unnecessary in this case as Pascal has no ties prior to 28 April 2024.

Given there is no reason to suppose Case 8 will not apply, the day from which Pascal will be treated as UK resident will therefore be 28 April 2024.

MARKING GUIDE

TOPIC	MARKS
Residence determined by statutory test	½
Not a relevant worker	1
Pascal is resident in UK (present for 313 days, or over 183 days)	2
Impact of residence on general tax position; ie worldwide income	1
Identify potential for OWR if non–UK domiciled where overseas income concerned	2
Place of work of duties on board a vessel	2
Conclude TFL should deduct tax under PAYE on all his earnings	1
Impact of split year treatment	1
Potentially applicable cases being Case 4, 5 and 8	1½
Identify that on facts Case 8 gives shortest overseas period	1½
Consideration of application of Case 8	1½
TOTAL	**15**

3. HI INTERNATIONAL PLC

Ayushi's student loan was taken out after 1 September 2012 in respect of a course at an English University and is therefore a 'Plan 2' loan. When Ayushi started her job with HI International plc (HII), she confirmed that she was making repayments. Therefore, until such time as HII receives a Stop Notice from HMRC, it must deduct student loan repayments when earnings exceed £2,274.58 per month.

In July, Ayushi received a welcome payment of £800 in addition to her normal salary payment of £1,833. The welcome payment relates to her employment with HII and, as such, is taxable as earnings and is subject to Class 1 National Insurance Contributions ('NICs'). This is added to Ayushi's normal pay, making total earnings for July £2,633.

Student loan deductions are worked out using pay for the month for Class 1 NIC purposes. This means the £50 added to Ayesha's pay in respect of her health insurance benefit is ignored as this is subject to Class 1A NIC rather than Class 1 NIC.

The calculation of the student loan deduction is therefore as follows:

	£
Salary	1,833.00
Welcome payment	800.00
Total earnings for NIC purposes	2,633.00
Less threshold	(2,274.58)
	358.42
Student loan deduction at 9% (rounded down to the nearest pound)	32

This amount of £32 would have been deducted from July pay.

The pay in August did not include any earnings for Class 1 NIC purposes other than the salary of £1,833 which is below the monthly proportion of the student loan repayment threshold of £2,274.58. No student loan deductions were therefore due for August.

The money that HII deducts from pay in respect of student loans is paid over monthly to HMRC, who pass it on to the Student Loans Company. As the employer, HII is not in a position to look at Ayushi's student loan account to see whether any repayments are due. However, if Ayushi believes that over the course of the year, too much has been deducted from her pay, she can apply to the Student Loans Company for a refund once the tax year has ended on 5 April.

The total amount that has been deducted from Ayushi in respect of her student loan for the year will be included in her end of year statement of earnings and deductions (P60).

MARKING GUIDE

TOPIC	MARKS
Identify Plan 2 and quote threshold	1
Identify that HI International plc is under an obligation to operate student loan deductions until a Stop Notice received from HMRC	1
Each pay period, ie month, is considered in isolation	1
Use pay for Class 1 NIC purposes	1
PMI subject to Class 1A and is therefore disregarded	1
Calculation of July deduction	2
Calculation of August deduction as nil	1
Requests for refunds to be made to student loan company	1
Total amount of deductions for year will be on P60	1
TOTAL	**10**

4. SAMPHIRE LTD

Where there is a contract between Samphire Ltd and a third party for the provision of the personal services of an individual, under which the third party pays Samphire Ltd, consideration has to be given to the agency rules contained in ITEPA 2003, Pt 2, Ch 7. If these rules apply, PAYE and NICs will need to be deducted and accounted for by Samphire Ltd in respect of payments it makes to the individuals carrying out the services.

One of the main exceptions to the agency rules, relates to the nature of the work. There are specific types of work that tax and NICs do not have to be deducted for under PAYE. The provisions do not apply if the worker provided by Samphire Ltd is working in one of the following roles:

i) As a musician, actor or other entertainer

ii) As a fashion, photographic or artist's model

iii) Working in the worker's own home or at premises not controlled or managed by the client nor prescribed by the nature of the services

As Dermot Flynn is being provided to the theme park to work as an entertainer, Samphire Ltd does not have to deduct tax and NICs under PAYE from payments made to him.

In other cases, the key test is whether anyone has a right of supervision, direction or control over the way in which work is done by the person Samphire Ltd provides to the client. This can be a tricky test to apply but HMRC interpret each leg of the test as meaning:

Supervision: watching or overseeing the work; checking that the work meets a required standard.

Direction: making sure the work is done in a certain way, by providing instructions, guidance or advice.

Control: telling the worker how they should do the work or having the power to move them from one job to another.

Only one leg of the test needs to be met (to any degree) to make payments to the individual subject to PAYE. It also does not matter who has the right of supervision, direction or control or, importantly, whether they actually exercise that right. Unless it is obvious from the kind of work being carried out, that supervision, direction and control would not be appropriate, Samphire Ltd should assume that the test is met and operate PAYE in respect of payments to the worker.

One example of the kind of work where supervision, direction and control would not be appropriate is where a worker has been engaged to apply specialist skills to deliver work which no-one in the client business would know how to supervise, direct or control. This would appear to apply to Mohammed Khalid's engagement and therefore Samphire Ltd need not deduct tax and NICs from payments made to him.

However, it would appear difficult to argue that the work done as a receptionist by Alison Eddowes is not subject to supervision, direction and control or that her work consists of specialist skills. Samphire Ltd should therefore deduct tax and NICs from any payment made to her, as well as making secondary Class 1 NICs contributions in respect of her earnings. Samphire Ltd should re-issue a starter checklist to her, explaining that PAYE does apply to her.

Finally, PAYE does not need to be operated in respect of payments where the workers provided to the client are actually employed by another party, such as is the case with the ten workers provided by Dilnott Ltd. In this case, it is Dilnott Ltd that should be deducting tax and NICs from the payments it makes to those ten workers. Samphire Ltd can therefore pay Dilnott Ltd the full contracted amount.

Quarterly reporting requirements

As Samphire Ltd provides workers to clients to carry out services for those clients, a quarterly report has to be submitted to HMRC. This report is quite separate from, and in addition to, any PAYE reporting obligations.

Reports are due in respect of each tax quarter (ending 5 July, 5 October, 5 January and 5 April) and must be submitted within one month from the end of the tax quarter.

The report should contain details of any workers that have been provided to clients during the period, except those which have had tax and NICs deducted under PAYE. This means Samphire Ltd would not need to include details in respect of Alison Eddowes as long as it has operated PAYE on the income paid to her.

It also does not need details of payments made to:

i) a musician, actor or other entertainer;

ii) a fashion, photographic or artist's model; or

iii) a worker working in their own home or at premises not controlled nor managed by the client, unless they have to because of the services and work they provide to the client

Details of Dermot Flynn do not, therefore, need to be included, although details of Mohammed Khalid and the workers provided by Dilnott Ltd will need to be.

In the report, all of the individual workers must be identified, so if, for example, Samphire Ltd does not know the names, addresses and National insurance numbers of the workers provided by Dillnott Ltd, a request can be made to Dilnott Ltd to supply that information.

The report also has to include, for each worker mentioned, the reason why Samphire Ltd did not deduct tax and NICs under PAYE.

There are penalties that apply if the required reports are not made or are submitted late.

MARKING GUIDE

TOPIC	MARKS
Agency rules potentially apply to Samphire Ltd's business	1
Exception for entertainers etc. and conclusion Dermot Flynn excluded	2
Explain SDC (and that any element of SDC is enough to make agency provisions apply)	3
Consider application of SDC to Mohammed Khalid and conclude	1
Conclude PAYE should be operated on payments to Alison Eddowes	2
If worker provided to agency by another employer (eg Dilnott Ltd), it would be that company who should operate PAYE, not Samphire Ltd	1
Report required in addition to PAYE obligations and when it is due	1
To include details of all non-PAYE workers provided in quarter	1
Obtain details of workers provided by others	½
Exclusion for entertainers etc.	½
Conclude Dermot Flynn and Alison Eddowes not reportable	1
Need to say why PAYE not operated	½
Penalties	½
TOTAL	**15**

5. BIGELOW PLC

Income tax position

Company directors (including non-executive directors) are office-holders and payments made to them in relation to their directorships are considered to be earnings for UK tax purposes.

Leo has not previously been UK tax resident and therefore as long as he spends less than 46 days in the UK in the tax year, according to the Statutory Residence Test, he will be treated as non-UK tax resident. Directors who are not resident in the UK are taxable only on any earnings that relate to duties that they carry out in the UK. As such, Leo will be subject to UK tax on a pro-rated amount of his income from Bigelow plc to reflect the number of UK workdays performed.

UK workdays, where the duties performed in the UK can be shown to be merely incidental to a non-resident's overseas duties can be disregarded. While there is no statutory definition of 'incidental' there is case law and HMRC guidance, and these indicate that it is the nature of the duties carried out which determines whether they are 'incidental' to overseas duties. The facts of each case will therefore need to be considered.

If the work done in the UK is subordinate or ancillary to that done overseas, the UK duties are 'merely incidental'. On the other hand, if the work done in the UK is of the same kind as that done outside the UK it will not be merely incidental (even if the UK visit is very short).

Duties carried on in the UK by a company director are rarely considered to be merely incidental. Consequently, when Leo attends Board meetings in the UK, these duties are treated as more than incidental to his overseas duties. Attendance at the committee meetings is also likely to represent a substantive duty.

Where Board meetings take place at non-UK locations, income relating to attendance at these will not be subject to tax in the UK.

For other days spent in the UK, further information will be needed on the nature of Leo's duties before we can conclude on whether they are incidental or not.

For 2024/25 and subsequent years, Leo will continue to be taxable in the UK on income from non-incidental UK duties. If, however, his days in the UK rise to 183 or more or if he acquires a home in the UK or if he spends more than 45 days in the UK and also has other ties to the UK over and above his work, (for example, family or accommodation), he could become UK tax resident. In this case, he will be taxable in the UK on his worldwide income, and as such, the position will need to be revisited if the facts change from those outlined.

Technically, Bigelow plc needs to account for PAYE and national insurance contributions on all of Leo's earnings with Bigelow plc. However, for 2024/25 (and subsequent years if Leo remains non-UK resident), Bigelow plc can apply to HMRC for a s.690 direction to allow the employer to account for PAYE on the proportion of fees that relate to UK duties only. In practice, this will involve undertaking a review before each tax year of the proportion of Leo's duties that are expected to be undertaken in the UK and asking HMRC to confirm that it is appropriate to account for tax under PAYE only on this proportion.

Leo will then need to complete a UK self-assessment tax return to ensure that the correct amount of UK tax is paid.

As Leo is tax resident in a country which taxes worldwide income, Leo is likely to also be subject to income tax on the fees paid to him for his duties in the UK in his country of residence and will need to claim relief against those taxes for the UK taxes paid.

Travel and expenses

Travel and associated expenses will not be subject to UK income tax provided the following conditions are met:

1) Leo is non-UK domiciled;

2) The amount is included in the earnings or the reimbursement of expenses incurred by the employee on such a journey;

3) The earnings are charged on a receipts basis not a remittance basis; and

4) The journey meets the following conditions:

   i) The journey ends on, or is made during the period of five years beginning with, a date that is a 'qualifying arrival date' (see below) in relation to the employee; and

   ii) The journey is made from the country outside the UK where Leo is normally resident to the place in the UK where the duties of the employment are performed (or back to the home country from the UK).

   For these purposes, a date is a 'qualifying arrival date' if:

   i) It is a date on which the person arrives in the UK to perform duties for which they receive taxable earnings; and

   ii) The person has not been in the UK for two years prior to the arrival date for any purpose, or the person was not UK tax resident in the two tax years before the arrival date.

As Leo has not previously been UK tax resident, the exemption should be available in relation to the flights to and from the UK. If Leo remains non-UK resident, the benefit of the exemption will go on indefinitely as every time he arrives in the UK, he will not have been resident in the UK for either of the two preceding tax years and as such, the arrival date will always be a 'qualifying arrival date'. However, if the situation changes, then the time limit of five years will begin to run from the arrival date after the first year of residence.

The exemption does not extend to accommodation and subsistence whilst visiting the UK, although in Leo's case, these expenses are not paid by Bigelow plc in any event.

The provision or reimbursement of travel and subsistence in respect of journeys to the other locations in the UK (provided there is no stop-over to undertake substantive duties in London) should be exempt from UK tax on the basis that Leo is going to a temporary workplace, defined as such because he will spend less than 40 per cent of his working time there. This means that no income tax is due on the amount and Bigelow plc would have no reporting requirements in respect of these expenses.

National Insurance Contributions ('NICs')

In the absence of a reciprocal social security agreement between the UK and Leo's country of ordinary residence, the normal rules are, that Leo and Bigelow plc will pay UK social security contributions in respect of the UK-related element of fees and reimbursement of taxable expenses paid to Leo. (The usual 52 week exemption does not apply here as Leo is employed by a UK employer.)

There is a concessionary treatment where HMRC will not seek to charge NICs in respect of payments to a non-UK resident director of a UK registered company who is not otherwise within the scope of NICs, where the director attends no more than ten Board meetings in a tax year and either there is a single trip not exceeding two weeks or several smaller trips with each visit to the UK to attend a board meeting lasting no more than two days.

It is not clear on the facts whether this concession would apply in the current circumstances, but it would be worth considering further.

MARKING GUIDE

TOPIC	MARKS
Residence for tax purposes	2
Non-UK residence means only subject to UK tax on UK sourced income and gains	1
Incidental test and application to facts.	2
PAYE in the absence of a s.690 direction	1
Need for a tax return	1
Potential liability for tax in home country	1
Travel expenses rules and application to Leo	3
NIC rules	2
NICs application to facts	2
TOTAL	**15**

6. AERATECH LTD

UK Income Tax implications

The liability to UK income tax in respect of the individual's income in a tax year (6 April-5 April) depends upon whether the individual is resident in the UK or not for tax purposes (as determined by the Statutory Residence Test -see below) and whether the income derives from duties carried out in the UK or is overseas income.

Where an employee is tax resident in the UK, they are taxable on their worldwide earnings, regardless of where the duties are carried out. Where an employee is non-tax resident in the UK, they are only taxable on earnings which relate to duties carried out in the UK.

Tax years before the tax year in which the secondment takes place

As the employees were UK resident and are all UK domiciled, they will have been liable for UK Income Tax on their worldwide income as it arose.

Tax year in which the secondment takes place

The UK tax legislation has a Statutory Residence Test ('SRT') which determines the individual's residence status for the tax year.

In general, an individual's residence status is determined for a tax year as a whole. However, in certain circumstances, the legislation allows a 'split-year' treatment, whereby the tax year may be split into a UK part and an overseas part. The individual will be treated as UK resident in the UK part of the tax year and non-UK resident during the overseas part of the tax year.

The application of these rules will differ depending upon whether the secondment starts on 1 January or 1 July. Considering each of these in turn:

1) 18-month secondment starting on 1 January 2024

This secondment will span three different tax years.

For the tax year in which the secondment starts, the employee will be treated as UK resident under the automatic residence test. This is because the employee will have been present in the UK for at least 183 days between April 2023 and January 2024.

In the second tax year the employee is likely to be treated as non-UK resident because they will satisfy the 'working abroad' rules. Broadly the 'working abroad' condition is met where:

a) The individual works abroad for an average of at least 35 hours a week for the whole of the tax year;

b) They have no 'significant breaks' in that overseas work (being 31 days or more without an overseas workday); and

c) They are present in the UK for fewer than 91 days in the tax year of which fewer than 31 of these days are spent working in the UK.

In the third tax year the employee will regain UK residence status if they spend at least 183 days in the UK. (There are other tests giving rise to automatic UK residence such as working full time in the UK and having a home in the UK but these will not need to be considered if the 183 day test is satisfied, due to the order of the tests).

The split-year rules allow the years of departure and return to be split into UK and overseas parts if certain conditions are satisfied. The conditions are described in the legislation as split-year 'Cases'.

Under Case 1, the year of departure is split when:

i) The employee satisfies the 'overseas work criteria' between the date of departure and the end of the tax year; and

ii) The employee is non-UK resident in the following year under the third automatic test; the 'working abroad' test

The 'overseas work criteria' are broadly as outlined above, ie the employee works abroad for an average of at least 35 hours a week, and the days spent in the UK are less than the permitted limits (being fewer than 91 days in the UK of which fewer than 31 of these days are spent working). These limits are scaled down in the year of departure.

Where the Case 1 conditions are met, the employee will be UK resident up to the day before they start working overseas and non-UK resident from their first overseas workday.

On completion of the secondment, the tax year of return can also be split, this time under Case 6. This Case applies to employees returning to the UK after a period of overseas work.

Case 6 applies where all of the below apply:

i) The individual is non-resident in the previous year under the third automatic test; the 'working abroad' test (as outlined above)

ii) The individual was UK resident in at least one of the five tax years prior to the tax year of their return

iii) The individual is UK tax resident in the tax year following the year of their return

iv) The employee satisfies the 'overseas work criteria' between the start of the tax year of their return and their final overseas workday.

Where the Case 6 conditions are met, the employee will resume UK residence from the day after their final overseas workday.

Consequently, if the 18-month secondment starts on 1 January 2024, the employee will be non-UK resident throughout the period of secondment (being from the date of the first overseas workday until the overseas secondment finishes).

This would mean that, during the period of the secondment, the employee will only pay UK Income Tax on any UK income. All employment income and expenses paid whilst on secondment will be foreign income (being income paid in return for duties performed outside the UK). This foreign income would not be taxable in the UK.

2) <u>18-month secondment starting on 1 July 2024</u>

A secondment starting on 1 July 2024 will last until 31 December 2025. It is assumed that on their return, the employee will resume full-time work in the UK and again occupy a home in the UK.

This secondment spans two tax years. In neither of those tax years will the employee be automatically resident overseas because they will spend more than 15 days in the UK, they will exceed the permitted UK days and workdays and will not work sufficient hours outside the UK for the whole of the tax year.

In both tax years the employee will remain resident in the UK. This is because they will satisfy either the home test or the UK work test.

The home test is satisfied if there is a period of 91 days (30 of which must fall into the tax year in question) where the individual has a home in which they spend at least 30 days during the tax year. Further, during that 91 day period, the individual must either have no overseas home, or if they do have an overseas home, they must spend no more than 30 days in it during the tax year.

If the employees leave the UK on 1 July, they have (presumably) been living in their UK home for at least 30 days in the tax year. This would be 30 days during the three months from 6 April to 1 July. There would therefore also be a 91 day period (with at least 30 of those days in the tax year, which would be anytime from February to the end of June) where the employees had a UK home without an overseas home.

When the employee returns to the UK at the end of December 2025, they will once again presumably live in their home in the UK for at least 30 days in the tax year. Furthermore there will be a 91 day period (during the three months from 1 January to 5 April) where the employees had a UK home without an overseas home. Therefore, they will likely be UK resident in this tax year (2025/26) too.

The UK work test is satisfied if there is a 365 day period during which the employee works full-time and any part of that 365 day period falls into the tax year under consideration.

Where employees leave the UK on 1 July, they have (presumably) been working for at least 365 days full-time in the UK, with the last few months of that 365 day period falling into the 2024/25 tax year.

When the employees return to the UK in December 2025, they will once again take up their full-time UK duties (with the expectation of continuing for a further 365 days) upon their return. December 2025 falls into the 2025/26 tax year.

Split-year treatment will not be available. Case 1 will not apply because the employee will not be non-UK resident in the following year (2026/27 in this instance) under the 'work abroad' rules. This is because the UK days/workdays will exceed the permitted limits and the overseas work does not extend to the whole of the tax year, as explained above.

Consequently, the employee will remain resident in the UK throughout the 18-month period of the secondment. As a result, income from the employment with AY will be subject to Income Tax in the UK. If the income is also taxable in Yeswain, unilateral double tax relief may be available. This reduces the UK Income Tax liability by the lower of the UK and the foreign tax paid on the income.

<u>Benefits and employment expenses</u>

The tax treatment of benefits depends on whether the employee is UK resident or not. If non-UK resident at the time the benefit is provided, there will be no UK tax but there may be tax in Yeswain. It is recommended that advice on the employee's Yeswain tax liability is sought.

Where the employee is UK resident (that is, the secondment commences on 1 July 2024), most of the proposed benefits will be exempt from income tax in any event:

i) The overseas location will be treated as a temporary workplace on the basis the secondment is less than two years. As such, the payment or reimbursement of expenses relating to travel and subsistence, including accommodation, will not constitute a taxable benefit.

ii) Overseas medical expenses and medical insurance paid for by the employer are not a taxable benefit

iii) Costs of journeys to and from the overseas location by a spouse, civil partner or minor child do not give rise to a taxable benefit as long as:

- The employer pays or reimburses the cost of the travel
- The employee is abroad for at least 60 consecutive days; and
- Journeys are restricted to two return journeys by the same person in a tax year

AY intends to pay for one return visit per month for either employees or their 'relatives'. Up to two journeys per tax year by relatives can therefore be tax free but only if that 'relative' is a spouse, civil partner or minor child of the employee (not by 'relatives' in general). Any other journeys paid for by AY would be taxable as a benefit on the employee if the employee is being treated as tax resident in the UK at the time that the journey takes place.

The UK tax implications of selling the UK property whilst abroad

The UK capital gains tax ('CGT') treatment of the disposal of an individual's private residence will depend on whether the disposal took place in a UK resident or non-resident period.

If the owner is treated as UK resident at the time of disposal, the gain is the difference between sales proceeds and total costs of acquisition.

Private residence relief ('PRR') will exempt any gains which arise during periods when the individual occupied the property as his only or main residence. Therefore, gains arising during periods of absence will be taxable.

However, certain periods of absence can be classified as deemed occupation. For example, the last nine months of ownership are always treated as deemed occupation as long as the property has been the taxpayer's main residence at some point. Deemed occupation also includes any period of absence, no matter how long, during which the individual was employed abroad. This particular period needs to be preceded and followed by actual occupation of the property, and no work can be carried out in the UK.

There are some situations where the owner who has worked abroad is unable to resume occupation because the terms of his employment require him to work elsewhere. It may therefore still be possible that any period of absence would be covered by the deemed occupation rules and that no gain would be taxable.

If an asset disposal takes place in a non-resident period, whether in a tax year in which the individual is non-UK resident or the 'overseas part' of a split tax year, the resulting gain is not ordinarily chargeable to UK CGT. However, a gain on a non-resident's disposal of residential property is chargeable under the Non-Resident CGT ('NRCGT') rules. In this case the gain is normally calculated by assuming that its acquisition cost is the value of the property at 6 April 2015. Any gains payable to HMRC would be due 60 days from completion declared by a NRCGT return due on the same day.

PRR would be available for the final nine months of ownership but would only otherwise be available for periods in tax years after April 2015 if the individual or their spouse/civil partner spent at least 90 midnights in the property in the tax year.

As the employees will return to the UK before a full five years' non residence is up however, the full capital gain on the property calculated using historical cost rather than the value at 5 April 2015 will become payable on 31 January in the year after the tax year that the employee returns to the UK ends. Any tax on the NRCGT gains calculated and paid whilst they were away, will be able to be offset against this liability.

National Insurance

As Yeswain has no reciprocal social security arrangement with the UK, for the first 52 contribution weeks of any overseas employment the employee and employer will usually remain liable to Class 1 National Insurance primary and secondary contributions.

This depends on meeting three conditions:

i) AY having a place of business in the UK

ii) The employee being ordinarily resident in the UK for NIC purposes (broadly meaning habitually present in the UK); and

iii) The employee being resident in the UK immediately before the secondment began.

Travel expenses relating to the overseas employment and the provision of medical insurance whilst abroad are excluded from the Class 1A National Insurance charge for employers.

MARKING GUIDE

TOPIC	MARKS
Tax depends on residence position (explain basic rule)	1
Explain concept of SRT and split years	1
Secondments starting 1 January (max 2 marks for each of the three tax years)	6
Secondments starting 1 July (max 2 marks for each of the two tax years)	4
Tax treatment of travel and accommodation expense	1
Tax treatment of medical insurance	1
Tax treatment of flights	1
CGT position on sale of property if UK resident	1
CGT position on sale of property if non-UK resident	2
NIC position	2
TOTAL	**20**

7. FIBROTECH LTD

Fibrotech Ltd will be required to operate PAYE and a PAYE scheme should therefore be set up from the outset.

Kieran Clarke ('KC') – income tax issues

KC will become resident in the UK for tax purposes under the statutory residence test. This is because he is likely to spend more than 183 days in the UK in a tax year or, if not, may be treated as working full time in the UK (which requires a period of 365 days full time working in the UK of which at least one day falls in the tax year in question with more than seventy-five per cent of his workdays being in the UK). The statutory residence test applies to the whole tax year. However, split year treatment may be available in the year of arrival, if one of four cases apply. These cases include Case 5, which, given KC has no previous connection with the UK and is likely to satisfy the test for full time working in the UK, is the case most likely to apply. If Case 5 does apply, KC's UK residence will start with his first UK workday.

Ordinarily, a UK resident is subject to tax on all earnings, regardless of where the work duties are performed. However, because KC will remain domiciled in the ROI, he can choose to be taxed on overseas income and gains only to the extent they are remitted or enjoyed in the UK. Assuming KC does so elect, then provided that KC has not been UK resident for three consecutive tax years in the five tax years before the year in which he takes up his post in London, he will be entitled to Overseas Workday Relief ('OWR') for earnings in respect of duties performed abroad. OWR is available for a maximum of three tax years - the tax year of arrival and the following two tax years.

If OWR is available, earnings relating to the UK duties are taxed on the receipts basis, while earnings relating to non-UK duties are treated as 'foreign earnings' and are not taxable in the UK unless they are remitted to the UK.

OWR does not require dual contracts and applies where a remittance basis employee carries out both UK and non-UK duties under a single contract of employment. Total earnings from the employment will be apportioned on a 'just and reasonable' basis which is likely to be by reference to UK and non-UK workdays in the tax year.

If KC's unremitted income and gains are less than £2,000 the remittance basis applies automatically and UK personal allowance and annual exempt amounts for capital gains tax are not lost. However, where they exceed £2,000, as is the case here, a claim will need to be made. This will result in a loss of his UK allowances. KC would therefore have to consider carefully how much of his earnings from his overseas duties he is likely to need or want to remit to the UK, and whether the tax saving on the earnings kept outside the UK is enough to compensate for the loss of the £12,570 personal allowance. In cases where employees are earning over £125,140 the personal allowance is abated down to zero in any case.

KC – PAYE issues

Even if OWR applies, Fibrotech Ltd should apply PAYE on the full amount of KC's earnings. KC can then claim the overpaid tax back when he submits his self-assessment return. Alternatively, Fibrotech Ltd can make an application to HMRC for a determination under s.690 ITEPA 2003. Fibrotech Ltd would then be able to apply PAYE only on the proportion of earnings that relate to KC's UK duties. The earnings for his non-UK duties would have to be paid to a bank account outside the UK.

Fibrotech Ltd is responsible for deducting the tax due on employee earnings under PAYE and paying this over to HMRC. It can use commercial payroll software or outsource the function to a third-party payroll provider. Alternatively, it can use HMRC's 'Basic PAYE Tools' if it has no more than nine employees for whom PAYE should be applied.

For monthly-paid employees, PAYE deductions are typically made on a monthly basis with such deductions usually paid electronically to HMRC by the 22nd of the following month. However, if the total tax and NICs payable are less than £1,500 per month on average, the PAYE deductions can be paid to HMRC on a quarterly basis.

Kieran Clarke – NIC issues

As ROI is an EU member state, KC's NIC position will be determined by reference to the Protocol between the UK and the EU. These rules operate to ensure that an individual can only be subject to the social security legislation of a single country at any given time.

As KC is on a 'short assignment' (ie he is not expected to be in the UK for more than 24 months), he will remain in the ROI NIC regime. He should apply for a certificate of continuing liability from the ROI authorities which will exempt him from NIC in the UK during his secondment.

Other secondees

Where an individual works in the UK, any earnings paid are generally taxable in the UK, even if the individual is only working in the UK for a short period of time and remains non-UK resident. The earnings however may also be taxable in the individual's home country. If so, the home country should then give the individual relief for the UK tax paid.

However, it is possible to obtain an exemption from paying any UK tax if either:

i) The UK duties are incidental to the performance of the employee's overseas duties (unlikely to be the case here); or

ii) The visitor claims exemption from UK tax under a Double Taxation Agreement ('DTA'). In this case the claim would be under Article 15 of the UK/ROI agreement.

Employees who are present in the UK for less than 60 days and remain contractually employed and on a foreign payroll are treated as employed by a foreign employer. So, if the additional staff members are seconded to the UK for fewer than 60 days, there should be no UK tax liability, provided they remain on the ROI payroll throughout their secondment.

However, if an employee is in the UK for between 60 and 183 days, full Treaty exemption from UK tax on employment income is only available where:

i) they remain contractually employed by the home country employer;

ii) their remuneration is paid by an employer who is not resident in the UK; and

iii) the remuneration is not borne by the UK, so not deductible in computing the profits of an enterprise chargeable to tax in the UK.

Therefore, if Fibrotech Ltd bears the salary costs of the additional staff members, condition (ii) would not be satisfied and the earnings would be subject to UK income tax.

Treaty exemption is normally claimed by the employee via the self-assessment return. However, such treaty exemption for earnings does not automatically absolve an employer from its obligation to apply PAYE on payments to employees working in the UK.

That obligation can, however, be removed if Fibrotech Ltd applies to HMRC for an Appendix 4 agreement which will remove the obligation to make any PAYE deductions in respect of employees covered by the Agreement.

An Appendix 4 Agreement can be obtained where:

i) the employee is resident in a country with which the UK has a double tax agreement covering employment income;

ii) the employee remains employed by an overseas employer;

iii) the employee is expecting to spend fewer than 183 days in the UK in a 12-month period; and

iv) the remuneration costs are not borne by a UK entity or a UK branch of an overseas entity (unless the employee is present in the UK for less than 60 days in which case this condition does not apply).

However, under an Appendix 4 Agreement, Fibrotech Ltd would still have certain reporting obligations to HMRC (which must be fulfilled by 31 May following the end of the tax year).

In all cases, HMRC require a list of individuals covered by the agreement plus further information, depending on the number of days the individuals spend in the UK:

i) For employees present in the UK for fewer than 31 days there are no other reporting requirements

ii) For those here between 31 and 59 days, HMRC simply require confirmation that each short term business visitor remains contractually employed outside the UK and the 60 days do not form part of a longer period

iii) For employees present in the UK for between 60 and 90 days in the year, HMRC specify further additional information that the employer must submit for each short term business visitor

iv) For employees who are in the UK between 90 and 150 days in the year HMRC will require all the above information plus a certificate confirming the employee's residence in ROI.

It is likely to be advantageous to both Fibrotech Ltd and the visiting employees to enter into an Appendix 4 agreement. Fibrotech Ltd will not have the compliance burden of operating PAYE in respect of the various short-term visitors and the employees themselves will not have to reclaim tax deducted under PAYE via the self-assessment process.

MARKING GUIDE

TOPIC	MARKS
Tax presence for PAYE	½
KC:	
SRT and domicile	1
Split year treatment	1
OWR availability	1
Implications of OWR applying	1
Remittance basis	1
PAYE if OWR applies	1
s.690 direction	1
NICs for short assignment	1
Other secondees:	
Basic position	1
Exemption under DTA	2
Implications of being < 60 days and between 60 and 183 days	2
PAYE on all earnings	2
Availability and impact of Appendix 4 agreement	2
STBV reporting requirements	2
Conclusion on STBV agreement	½
TOTAL	**20**

8. KNOWLE PLC

The first thing to consider is Selwyn's UK tax residence position using the statutory residence test.

Selwyn is not automatically non-UK resident as he expects to spend more than 15 days in the UK and cannot satisfy the overseas work test as although it appears he will spend less than 91 days in the UK, he will spend more than 30 days working (for more than three hours) in the UK over the course of the tax year.

On the assumption that the assignment to Portugal will last at least until 5 April 2025, Selwyn will not be automatically UK resident, as he will not be spending 183 days in the UK during the tax year.

He will also not be automatically UK resident under the 'home' test as, although there will be a 91 day period (of which at least 30 fall into the tax year) during which he will retain a home in the UK, he will also have an overseas home (in (or near) Lisbon) during this period, where he expects to spend at least 30 days in the tax year.

As Selwyn will not work full time in the UK in 2024/25, the third automatic UK test will not be passed either.

However, Selwyn will be UK resident under the 'sufficient ties test'. He has three ties to the UK.

i) An 'accommodation' tie - Selwyn has available accommodation in the UK (the family home) and will make use of it for at least one night in the year

ii) A 'work' tie - it would seem that Selwyn will work for at least three hours on at least 40 days in the year in the UK

iii) A '90-day' tie - he will have been present for at least 90 days in at least one of the previous two tax years

Selwyn will not have a 'family' tie as his wife will accompany him abroad and his children being at university, we assume are over 18.

Selwyn has been UK resident in at least one of the three previous tax years and will therefore be a 'leaver'. With three ties, he will be UK resident under the sufficient ties test if he spends 46 days or more in the UK. As he will spend one week a month in the UK, averaging approximately 60 to 84 days, this will mean that Selwyn's UK residence is retained.

Selwyn is moving to live in a country with which the UK has a DTA. Selwyn is likely to be resident in Portugal for tax purposes as he will be living and working in Lisbon for the majority of the year, although it is recommended that advice is sought to confirm this.

If he is dual resident for tax purposes under domestic rules, the tie-breaker clause of the Treaty will apply and Selwyn will be treated as resident only in the country in which he has a permanent home. If he has a permanent home in both countries, he is deemed to be a resident only of the State with which his personal and economic relations are closer (his 'centre of vital interests').

If this cannot be determined, he will be deemed to be a resident only of the State in which he has a habitual abode. Otherwise, he is resident in the State in which he is a national.

On the facts given, Selwyn has a permanent home in both states. It is debatable where his centre of vital interests is. However, his habitual abode is the UK. Selwyn's earnings will therefore be fully liable to UK tax. DTA exemption is unlikely to be available in Portugal given the number of days Selwyn will spend there and so Selwyn will also be liable to overseas tax in respect of his non-UK employment duties. Relief will be available against Selwyn's UK tax liability for the foreign tax paid.

Knowle plc has a tax presence in the UK and will therefore be required to apply PAYE to the full amount of Selwyn's earnings. It may also be required to deduct foreign tax and account for that tax to the overseas tax authority. In this case, advance DTR can be given through Selwyn's PAYE code under an Appendix 5 agreement. Knowle plc should make an application to HMRC to put an Appendix 5 agreement in place.

No taxable benefit will arise for Selwyn if his travel costs to and from Lisbon are borne by the employer (whether they relate to the start or the end of the assignment or to business trips back to the UK). However, because the Lisbon office will be regarded as a permanent workplace, any accommodation or subsistence provided by Knowle plc in Portugal will be a taxable benefit. The exact tax treatment will depend on how the benefit is provided. For example, if Knowle plc reimburse Selwyn for his expenses, this will be treated as earnings and subject to PAYE. If Knowle plc provide the accommodation, it will be a benefit reportable on P11D and Selwyn will pay any tax directly through self-assessment.

National Insurance Contributions ('NIC')

As Portugal is an EU member state, Selwyn's NIC position will be determined by reference to Protocol on Social Security Co-ordination between the UK and the EU. Those rules operate to ensure that an individual can only be subject to the social security legislation of a single state at any given time.

Selwyn will be performing duties both in the UK and Portugal. In such a case, he will be within the social security regime of the country where he is habitually resident if he spends at least 25% of his working time there. If he spends less that that proportion of time working there, he will be covered by the social security provisions of the country where his employer has its registered office.

For NIC purposes, it is likely that Selwyn will remain resident in the UK as he is habitually resident in the UK and the centre of his vital interests are in the UK. There is no indication that the centre of his interests will move to Portugal.

If Selwyn spends 25% of his working time in the UK, he should continue to pay NICs in the UK. Even if it turns out he spends slightly less than 25% of his working time in the UK, the UK NIC system would still apply as Knowle plc has its registered office in the UK.

Knowle plc should apply to HMRC for a certificate of continuing liability, confirming that UK NIC contributions will continue and ensuring that no Portuguese contributions will be due.

MARKING GUIDE

TOPIC	MARKS
Residence determined by SRT	½
Not automatically overseas resident	1
Not automatically UK resident	1
Sufficient ties test	2
Application of DTA and conclusion as to treaty residence	2
UK tax on all earnings	½
Possibility of liability to Portuguese tax on Portuguese workdays – exemption in DT unlikely to apply	1
Knowle plc to apply PAYE – mention Appendix 5	1
Travel costs exempt	1
Accommodation taxable	1½
NIC: EU Protocol applies	½
Work for same employer in two member states– country of hab. res if work >25%	1
If < 25%, country where employer has registered office	½
Conclusion – Selwyn still in UK system	1
Knowle plc to apply for certificate of continuing liability to confirm UK NICs are payable	½
TOTAL	**15**

9. BREAKOUT LTD

Registration and annual reports

BreakOut Ltd must register any of the schemes it decides to use no later than 6 July following the end of the tax year in which the scheme is first used. After that, an online annual report must be submitted to HMRC for every tax year an employee holds shares, or options over shares, in BreakOut Ltd. This return is also due by 6 July following the end of the tax year. The report should include details of anything that has happened in connection with the shares or options. If nothing has happened, BreakOut Ltd must submit a nil return. Penalties apply for failures to make annual reports.

Outright share award of shares at a price of £2.50 per share

Where employees are awarded shares in BreakOut Ltd, the market value of the shares less the amount the employee pays for them is immediately taxable as earnings, ie £5.00 - £2.50 = £2.50 x 5,000 = £12,500. If the shares are 'readily convertible assets' ('RCAs'), ie broadly if the shares are or are expected to be marketable, BreakOut Ltd is also obliged to account for income tax under PAYE and to collect employee's Class 1 national insurance contributions ('NICs') and pay over employer's Class 1 NICs in respect of this taxable amount. That is not the case here, since there are no trading arrangements for the shares or any explicit understanding in existence at this time. As the tax is not recovered from Daisy via PAYE, she would have to pay this over to HMRC in line with the normal self-assessment deadlines (31 January following the end of the tax year in which the tax charge arises). NICs are not due.

With regard to the loan to Daisy to enable her to subscribe for the shares, as the loan would be interest-free the 'cash equivalent' of the loan, based on interest at the 'official rate' of 2.25% would normally constitute a benefit to be declared on form P11D. However, where the loan is used to buy shares in a close company and the employee is either acquiring a material interest in BreakOut Ltd (5% or more) or works full-time in BreakOut Ltd, then no benefit arises and no P11D entries are required.

Daisy's gain on disposal, less the annual exempt amount (currently £6,000), would be taxable to capital gains tax. Depending on how long she will hold the shares for and assuming she will still retain at least 5% of the share capital, she should be entitled to Business Asset Disposal Relief, limiting the rate of capital gains tax on disposal to 10% on lifetime gains up to £1 million.

Option to purchase the shares at £5 each if BreakOut Ltd is sold

No income tax charge arises on the grant of a share option. However, where an option is not granted under a tax-advantaged share option scheme, when the option is exercised, the market value of the shares less the option price (if any) is liable to income tax. The taxable amount of employment income assuming the shares would be worth £15 at the time of exercise would be £15 - £5 = £10 x 5,000 = £50,000.

As the option would be exercised in anticipation of the sale of BreakOut Ltd, the shares would at that point be readily convertible assets and BreakOut Ltd would definitely be obliged to operate PAYE and account for employee and employer's Class 1 NICs.

BreakOut Ltd could consider including a clause in the option agreement requiring Daisy to pay BreakOut Ltd's Class 1 employer's NIC liability. The amount of employer's NICs that Daisy pays as a result of such a clause will reduce her taxable employment income.

BreakOut Ltd must include the employment income arising on exercise of the option (net of any employer's NICs paid by Daisy) in a Full Payment Submission ('FPS') which it must send to HMRC on the earlier of the date it operates PAYE on the payment and the payment deadline for tax and NICs (ie 14 days after the end of the tax month in which the exercise takes place).

If there is insufficient salary being paid to Daisy to deduct the income tax due under PAYE from then she must 'make good', ie reimburse, the income tax due under PAYE to BreakOut Ltd within 90 days after the end of the tax year in which the option is exercised. If Daisy does not do so, the amount of income tax paid by BreakOut Ltd via PAYE on her behalf must be entered on form P11D. Class 1 NICs are also payable. If Daisy then reimburses the income tax after the 90-day period has expired, and the income tax has been treated as a benefit, no further adjustment is able to be made.

In the event of an immediate sale of BreakOut Ltd, the sale of the shares will be a disposal by the Daisy for CGT purposes, but assuming the base cost of the shares on acquisition (market value) and the sale price of the shares are the same, no capital gain would arise.

EMI option to purchase the shares at £5 each if BreakOut Ltd is sold

As this is a tax-advantaged scheme, there are additional reporting requirements for BreakOut Ltd. If it chooses to use an EMI scheme, the terms of the option will need to be in writing and BreakOut Ltd will need to register the scheme online with HMRC.

After HMRC have registered the scheme, they will provide a registration number and the grant of options must then be reported to HMRC within 92 days of the date of grant. BreakOut Ltd will also need to complete an annual report as described above.

No income tax charge arises on exercise of an EMI option if the option price is not less than the market value of the shares at the time of grant. As above, in the event of an immediate sale of BreakOut Ltd, the sale of the shares will be a disposal for CGT purposes. Any gain will be calculated on any proceeds in excess of the exercise price.

Corporation tax relief

Corporation tax relief is available for employee share awards whether acquired outright, under a non-tax-advantaged share option, or under a tax-advantaged share option scheme such as EMI.

Certain requirements must be met for BreakOut Ltd to qualify for corporation tax relief, one of which is that BreakOut Ltd must not be under the control of another company. This is not in point of course in the case of an outright share award, and if an option were granted this will be exercisable immediately prior to sale and so relief should be available.

Comparing the Alternatives

An outright award of shares will give Daisy the immediate benefits of share ownership. This is also the cheapest alternative for Daisy as she would be paying £12,500 for the shares plus would have taxable income of £12,500. However, she would need to fund not only the price of the shares but also the associated tax and would also be open to the risk that the share price might go down and the risk that a buyer is not found.

The grant of a non-tax-advantaged option allows risk and cash flow to be managed until a deal is anticipated. However, it is not tax-efficient as Daisy will pay income tax on the whole of the commercial growth in value when the option is exercised and BreakOut Ltd would incur substantial NIC costs.

The EMI route, taking into account corporation tax relief and the absence of income tax charges and NIC costs, is clearly the most tax-efficient option, despite the additional initial reporting requirements. This may also be preferable to an outright award of shares in terms of incentive effect and is therefore the recommended course of action.

MARKING GUIDE

TOPIC	MARKS
Registration	½
Annual report (incl. nil returns)	1
Penalties	½
Option 1	
Charge to income tax as earnings	1
Consider RCA status and conclude no PAYE/NIC	2
No benefit on loan due to exception	1
Gain on disposal, with possibility of BADR	1
Option 2	
No charge on grant of options	½
Charge to income tax on MV on exercise	1
RCAs so PAYE/NIC payable	1
Pay employer's NIC	1
Include in FPS	1
Reimbursement of PAYE/application of 90 day rule	1
Treatment as benefit with Class 1 NIC if not reimbursed within deadline	1
No CGT on sale as acquisition at MV = sale price	½
Option 3	
Register scheme and report grant within 92 days	½
Need for annual return	½
No charge to tax on exercise of EMI option granted at MV	1
Company:	
CT relief	1
Control requirement	1
Conclusion – comparison of alternatives	2
TOTAL	**20**

10. CRABTREE LTD

1) Tax Implications of Proposed Termination Package

The tax implications of the proposed package for Gordon depend on the nature of the payments comprised in that package.

Under general principles, amounts that constitute earnings will be taxable as earnings. Payments that are not related to the employment, that is, are neither part of the contract of employment nor a reward for services, cannot be taxed as earnings. However, if the payment can be classed as a redundancy payment or compensation for termination of employment, they will be governed by ITEPA 2003, s.401.

Considering each of the elements in turn:

Pay In Lieu of Notice or Garden Leave

Gordon is contractually entitled to three months' notice but Crabtree Ltd is considering whether to summarily terminate Gordon's employment following closure of the plant hire business or to give notice and advise him to take 'garden leave'. In both circumstances, the amount will be subject to income tax and Class 1 NICs.

If Crabtree Ltd summarily terminates the employment, Gordon will be treated as receiving 'Post Employment Notice Pay' broadly equivalent to the basic salary he would have had if he had worked out his notice, ie £9,000. This amount will be subject to income tax and Class 1 NICs.

Alternatively, if Crabtree Ltd gives three months' notice but gives Gordon 'garden leave' the employment does not terminate until the end of the notice period. The salary payments for those three months, whether paid monthly or in a lump sum, are liable to income tax as earnings, and NICs in the normal way through PAYE.

Contribution to pension scheme

Employer's contributions to a registered pension scheme are exempt from income tax.

Statutory redundancy payment

The statutory redundancy payment of £2,500 is exempt from taxation as employment income and therefore comes within the scope of ITEPA 2003, s.401. Under s.401 only the excess of termination payments (including any exempt statutory redundancy payments) over £30,000 is liable to income tax and Class 1A NICs. As the proposed payments are below £30,000, no tax or NICs are due.

Additional redundancy payment

The additional redundancy payment of £2,500 is within the terms of an established scheme. HMRC are therefore likely to accept that it is also a redundancy payment and as such is within the exemption within s.401.

Additional payment of £30,000

If Gordon has a contractual entitlement to compensation on termination of his employment or this payment is expected or customary (which, given Crabtree Ltd has no established practice of making such payments, is unlikely), as long as the additional payment of £30,000 is compensatory rather than 'in the nature of earnings' it will not be employment income.

There is always the danger that, as Gordon is not far from retirement age, HMRC will however re-categorise the payments to him as payments relating to an unregistered retirement scheme. If so, the payment will be fully taxable, and the £30,000 exemption will not be available. As the plant hire business is actually closing down and presumably, at 53, Gordon can show that he is intending to continue working, it should be possible to demonstrate that the payment is not a retirement payment.

Assuming the payment is not treated as a retirement payment, the position is governed by ITEPA 2003, s.401. As total payments under s.401 (including the redundancy payments) amount to £35,000 and the exemption only extends to £30,000, the excess of £5,000 will be subject to income tax and Class 1A NICs, accountable through PAYE.

Crabtree Ltd will need to report the payment in lieu of notice (or wages on a garden leave arrangement and the excess of £5,000 on a Full Payment Submission (FPS) under the Real Time Information (RTI) system. The FPS needs to show the taxable payments and the associated tax and NICs due. The due date for the tax and NICs is 14 days after the end of the tax month in which the payment is made, ie the 19th of the month, unless Crabtree Ltd pays electronically in which case it has until the 22nd of the month to make the payment.

2) Corporation Tax Deductions

Relief for statutory redundancy payments is specifically provided by the legislation. Relief for payments in addition to redundancy, up to three times the statutory redundancy paid, is also allowable where a company ceases to carry on a trade or part of a trade.

The redundancy payments to Gordon will therefore be allowable.

If Crabtree Ltd decides to pay Gordon three months' notice and pays this through his salary in the normal way it is merely meeting its contractual obligations and the payments will be allowable.

However, if Crabtree Ltd decides to summarily terminate Gordon's contract of employment and make a payment in lieu of notice, the payment is not in accordance with Crabtree Ltd's contractual obligations but is in fact compensation for breach of contract and could be argued not to be allowable. The compensation payment to Gordon, however, is not a contractual obligation, and not arising from any such obligation and will likely be disallowable on general grounds, ie it is not wholly and exclusively for the purpose of Crabtree Ltd's trade but for its end.

The rules for deductibility of company pension payments are also subject to the wholly and exclusively rule. If the payment was made under the terms of Gordon's contract of employment it would be allowable but otherwise it would not be allowable.

MARKING GUIDE

TOPIC	MARKS
Part 1:	
Must look at each element of the package to determine tax treatment	½
Contractual payments t/a earnings	1
Elements of the package:	
Treatment of PENP	1
Treatment of 'garden leave'	1
Treatment of contribution to Pension	1
Treatment of SRP	1
Treatment of additional SRP	1
Treatment of compensation	1
Application of £30,000 limit	1
PAYE and Class 1A NICs on excess	1
Class 1A NICs on termination payments accountable through PAYE	½
EFRBS issue	1
RTI obligations for taxable payments	1
	12
Part 2:	
Deduction for statutory redundancy payment & additional SRP	1
Deduction for Garden Leave payment as contractual payment	½
Disallowance of compensation of breach of contract	½
General disallowance of payments on closure/ wholly & exclusively rule	½
Treatment of pension payment	½
	3
TOTAL	**15**

11. BESTREST HOTELS UK LTD

1) UK tax relief in respect of employee's pension contributions

Nikolas will be able to claim tax relief in respect of his contributions to the Rualand scheme, in the same way as if the contributions were to a registered UK pension, but only if:

- the scheme is a qualifying overseas pension scheme ('QOPS'); and
- Nikolas is eligible for migrant member relief ('MMR').

To be a QOPS, the overseas pension scheme to which the contributions are made must be regulated and be recognised in the country in which it is established. It must also satisfy the tax recognition test, which essentially means it is open to residents in the country where it was set up, is registered with the local tax authority and tax relief against personal income tax is given on either, contributions to, or payments from, it.

As the Bestrest Hotels (Rualand) Ltd occupational pension scheme is registered and regulated in Rualand and Nikolas has received tax relief for his contributions, the Rualand pension scheme appears to meet these requirements.

For MMR to apply to Nikolas, he must be a 'relevant migrant member'. This means he must:

- Have joined the overseas scheme at a time when he was not UK resident (UK resident in this context, simply means he has arrived in the UK to live, not necessarily resident for tax purposes)
- Been an existing member of the overseas scheme, having joined before he was UK tax resident and continue to be a member when they are resident in the UK
- Have been entitled to tax relief on contributions to the scheme at any time in the ten years before coming to the UK
- Have been notified by the overseas scheme administrator and received confirmation by them, that information relating to benefit crystallisation events will be sent to HMRC.

For migrant member relief, the relevant migrant member must meet the following conditions:

- Have UK relevant earnings chargeable to income tax
- Be resident in the UK when the contributions are made
- Have notified the scheme administrator that he intends to claim MMR in the UK.

Nikolas will be resident in the UK for 2023/24 as he will spend more than 183 days in the UK. It is possible that 2023/24 will be a split year, but this does not matter as he will only be seeking UK tax relief for the UK part of the year. His salary from Bestrest Hotels UK Ltd means that he will be in receipt of UK relevant earnings.

This means that he meets the conditions provided he arranges for the scheme administrator to issue the confirmation required by HMRC. Assuming he does this, Nikolas will be able to claim UK tax relief in relation to his continuing contributions to the Rualand pension scheme.

Any employer's contributions will be treated as a tax-free benefit.

2) Corporation Tax Deductions for the Employer's contributions

Employer contributions to an employee's overseas pension scheme are deductible for corporation tax ('CT') purposes in the same way as contributions made to a UK registered pension, provided that the scheme is a QOPS and the employee in question is one who qualifies for MMR.

In the case of Bestrest Hotels UK Ltd, both of these conditions are satisfied (assuming Nikolas deals with the scheme notifications to HMRC) and so a CT deduction will be available for the contributions, as and when made.

Furthermore, if for some reason, the Rualand scheme does not make the necessary confirmations to HMRC, a CT deduction may be available on general principles in that the payment by Bestrest Hotels (UK) Ltd is income in nature and 'wholly and exclusively' for the purposes of the trade. However, in these circumstances, the deduction would only be available when the Rualand pension scheme provides benefits to Nikolas.

3) Annual allowance

The UK rules on the annual allowance apply to pension contributions qualifying for MMR in the same way as they apply to pension contributions to a UK registered pension scheme.

For 2023/24, the maximum annual allowance is £60,000 but this is tapered to a lower level for taxpayers with adjusted income over £240,000. As Nikolas's pay is his only income, at £75,000, he has the full £60,000 annual allowance available. His expected level of contribution is £3,750 (5% x £75,000), with an employer contribution at the same level, so at this level of contribution there will be no annual allowance reduction nor any annual allowance charge.

MARKING GUIDE

TOPIC	MARKS
1) Employee contributions	
Relief same as for UK registered pension scheme if MMR available	½
Conditions to be met by overseas pension scheme for MMR	1
Conclusion on QOPS status	½
Conditions to be met by individual for MMR	2
Conclude that MMR will be available if Rualand pension scheme sends confirmation on benefit crystallisation	1
Employer contributions are a tax-free benefit if MMR available	½
2) CT Deduction for Employer contributions	
Deductible if paid to QOPS where employee qualifies for MMR	1
Failing that, relief may still be available but only when scheme provides benefits	½
3) Annual allowance	
AA applies to contributions as if to a registered pension scheme	1
AA is £60,000 for 2023/24 – no taper in Nikolas's case	1
Nikolas's contributions < £60,000, so no AA charge	1
TOTAL	**10**

12. BARBARY LTD

1) How Stephanie will be taxed

2024/25

In July 2024, Stephanie was granted convertible shares. The grant of those shares was by reason of her employment, making them employment-related securities.

There is a tax charge arising on the share award on 5 July 2024. The taxable amount will have been the market value of the Class B shares less anything that Stephanie paid for them (nil). The future right to convert the shares is ignored as this is contingent on an event which may or may not happen. This produces an amount chargeable to tax as employment income on 5 July 2024 of:

2,000 x £3.00 = £6,000

Barbary Ltd is unlisted and there is no mention of any arrangements to enable Stephanie to sell her shares. As such the shares will not be regarded as readily convertible assets ('RCAs') provided Barbary Ltd is not controlled by another company.

This means that the tax on the £6,000 will not be recovered through PAYE. Stephanie will have to include this amount in her self-assessment for the year. Also, as the shares are not RCAs, they are not considered to be earnings for Class 1 National Insurance Contribution ('NIC') purposes and so no primary or secondary Class 1 NICs will be due.

2026/27

On 30 November 2026, the Class B shares were converted into the more valuable Class A shares. The contingent event referred to above did happen, so this will have been a 'chargeable event' and triggered a further income tax charge on Stephanie.

That tax charge is calculated as follows:

		£
Market value of Class A shares immediately after conversion	2,000 x £9.00	18,000
Less: market value of Class B shares immediately before conversion	2,000 x £4.25	(8,500)
Taxable employment income		9,500

As the shares were not RCAs, this amount of taxable employment income was outside PAYE and Stephanie would have to include this amount in her self-assessment for the year. Class 1 NICs would not apply.

Also, on 30 November 2026, Stephanie acquired an option to acquire a further 500 Class A shares. There is no tax charge arising on the grant of a share option.

2027/28

When Stephanie exercised her share option on 1 July 2027, a tax charge would have arisen on the difference between the market value of the shares on that date and the amount that Stephanie paid for them (the' exercise price'):

		£
Market value of Class A shares on 1 July 2027	500 @ £11.50	5,750
Less: Exercise price	500 @ £6.20	(3,100)
Taxable employment income		2,650

Once again, as the shares are not RCAs, this amount of taxable employment income would be outside PAYE and Stephanie would have needed to include this amount in her self-assessment for the year. Class 1 NICs did not apply.

On the sale of the shares:

When Stephanie comes to sell the shares, any profit will be subject to capital gains tax ('CGT'). The base cost of the shares for CGT will be the total of any amounts paid for the shares plus any amount charged to income tax in respect of their acquisition.

For the shares first acquired in 2024 (and subsequently converted), the CGT base cost is the amount charged to tax as employment income of £6,000 + £9,500 = £15,500.

For the shares acquired in 2027 (pursuant to the exercise of the option), the CGT base cost is the amount paid for the shares plus the amount charged to tax as employment income: £3,100 + £2,650 = £5,750.

2) Reporting obligations for Barbary Ltd

As the shares are not RCAs, this amount of taxable employment income is outside PAYE and so Barbary Ltd does not have to include anything on any RTI submission, nor on Stephanie's Form P11D.

Instead, the reporting requirements in respect of a non-tax advantaged share scheme apply. A non-tax advantaged share scheme is any arrangement, however tightly targeted or short-lived, under which an employer awards employment-related securities or grants options over employment-related securities, to employees.

Barbary Ltd must register online with HMRC that it is operating a non-tax-advantaged share scheme by 6 July following the end of the tax year in which the securities are first awarded, or options first granted.

Barbary Ltd must also submit an annual return by 6 July following the end of the tax year of the award, for that and all subsequent tax years, even if there is that is a nil return. HMRC provide a special template for such returns.

On the assumption that no other share-based remuneration is paid, returns required from Barbary Ltd would provide details of the following events:

Tax year	
2024/25	Issue of Class B convertible shares
2025/26	Nil return
2026/27	Conversion of Class B shares into Class A shares and grant of options over further Class A shares
2027/28	Exercise of options granted in Nov 2026

Barbary Ltd would continue to have to make annual returns showing details of any other share-based remuneration until it notifies HMRC that its non-tax advantaged share 'scheme' has ended. It would have to register afresh if it later made any further share awards or option grants.

If the employer is late in submitting an annual return, there is an automatic penalty of £100. If the return is still outstanding after three months, there is a further penalty of £300. A further penalty of £300 applies for returns that are more than six months late and returns which are more than nine months late can be subject to a penalty of up to £10 per day.

If a return is incorrect as a result of a material inaccuracy due to fraud or negligence, then a penalty of up to £5,000 applies.

MARKING GUIDE

TOPIC	MARKS
1) How Stephanie will be taxed	
Identify that these are convertible employment-related securities	½
Tax charge on award based on value ignoring right to convert (£6,000)	1
Not RCAs so no PAYE or NICs	1
Conversion to A shares in Nov 2026 = chargeable event	½
Calculation of tax charge	1
Still no PAYE or NICs	½
Grant of option in Nov 2026 – no tax charge	½
Exercise of option in July 2027 tax on market value – exercise price	1
Computation	½
Still no PAYE or NICs	½
Base cost for CGT	1
	8
2) Reporting obligations for Barbary Ltd	
Nothing on RTI submissions or P11D	1
Not a tax advantaged scheme	½
Company still must register scheme with HMRC by 6 July following the end of the tax year in which the securities are first awarded, or options first granted	1
Annual returns required by 6 July following end of each tax year	1
Events to report for 2024/25	½
Nil return needed for 2025/26	½
Events to report for 2026/27	½
Events to report for 2027/28	½
Obligation continues until HMRC notified scheme closed	½
Penalties	1
	7
TOTAL	**15**

13. CANEFERO INDUSTRIES PLC

Reimbursement of travel expenses will not amount to a taxable benefit if it is simply a reimbursement of what would otherwise be a deductible expense in calculating taxable employment income.

Where deductible expenses are reimbursed, no tax consequences arise and no reporting by the employer or employee is required.

Sections 337 and 338 of ITEPA 2003 govern the position in relation to reimbursement of travel expenses. Essentially a deduction will be allowed if the expenses are:

1) Necessarily incurred in travelling in the performance of the duties of the employment; or

2) Attributable to the employee's necessary attendance at any place in the performance of the duties of employment.

However, this does not extend to the expenses of ordinary commuting, ie going to and coming from the normal permanent workplace from home.

Looking at each employee in turn:

Stan

Stan's permanent workplace is Leeds. Although he will travel to Hull on a regular basis, he will be doing so for a period of less than two years. As such it is regarded as a 'temporary workplace' and therefore, his travel expenses and subsistence are deductible.

Nishi

Although the placement is expected to exceed twenty-four months, Hull could still be regarded as a temporary workplace if Nishi's time there is less than 40% of her working time. However, because she will be doing two out of four days, this exceeds 40%. Her journey from home to Hull would therefore be classed as ordinary commuting. If she is reimbursed for her travelling expenses as suggested, these would amount to earnings and would be subject to PAYE and Class 1 NICs. Consideration might be given to reducing her time to 40% or less to avoid this.

Jason

Jason's journeys to Hull will be regarded as ordinary commuting, although he could still get reimbursement for costs of driving from the Hull office to his clients. This is even if he just calls in briefly prior to moving onto a client. The consequence of this is that some of his work provided fuel will be used for private purposes. Unless he reimburses all of this, he will therefore suffer a fuel benefit charge, calculated by multiplying £27,800 by the appropriate percentage. The appropriate percentage cannot be calculated without further details of Jason's car. However, it can be up to 37% which is a significant amount, and one which is likely to outweigh the level of reimbursement. The fuel benefit charge is reportable on the P11D and also attracts employer's Class 1A NICs. It would be much more effective for Jason not to be reimbursed for these miles. If however, this is not an option, Canefero Industries plc could consider giving him a cash amount to cover his extra expense which would be subject to PAYE and NICs but, in all likelihood, would be more cost effective.

MARKING GUIDE

TOPIC	MARKS
Reimbursement of properly incurred expenses not a taxable benefit	1
Deductible expenses not reportable and have no employment tax consequences	½
General principles that work-related travel expenses are deductible except ordinary commuting	1
Stan – identifying that there is a temporary workplace because less than two years	1
Nishi – identifying Hull is not a temporary workplace because placement likely to last more than two years and spends more than 40% of her working time there	1
Nishi – noting any reimbursed expense will be subject to PAYE and Class 1 NICs	1
Nishi – recommending work pattern is looked at	½
Jason – identifying travelling to office even on way to a client site is ordinary commuting and not a deductible travel expense	1
Jason - impact that this gives rise to a fuel benefit charge and level of charge	1
Jason – reported on P11D and subject to employer's class 1A NICs	1
Jason - conclude should not be reimbursed and other ways of compensating him be explored	1
TOTAL	**10**

14. SPORKET ADVERTISING LTD

If Simon Jelani ('SJ') is self-employed, Sporket Advertising Ltd ('SA') has acted correctly in paying him gross, with no deductions for income tax or NICs.

However, if SJ is instead found to be an employee of SA, he should have been, and should continue to be, paid through the PAYE system, with income tax and employee's NICs deducted. SA should also account to HMRC for employer's NIC and any applicable apprenticeship levy .

There are also other liabilities to consider should SJ be considered as an employee, such as providing him with holiday and sick pay, complying with minimum wage requirements and enrolling him in a registered pension scheme.

Definitively establishing SJ's status in relation to SA is therefore essential. When determining employment status, each case must be looked at on its own merits. There are a number of key factors, which need to be considered. HMRC looks at the overall picture rather than any particular one factor and although the written contract is seen as a strong starting point, what is happening in practice is also taken into account.

Mutuality of obligation

This is an important factor as an employer is under an obligation to provide work for their employee, and likewise an employee is under an obligation to carry out the work assigned to them. Where a worker has the right to decide whether to accept a particular assignment or not, then this is a strong indication of self-employment.

As SJ only gets paid if he there is work for him to do, this would seem to indicate that there is no obligation to provide him with work, which in turn indicates self-employment. However, the reality would need to be considered. If in fact, he has signed up for the entire project, the lack of an obligation to offer him work in the future would not be sufficiently conclusive.

Control

If the worker is an employee, they have less control over what, where and how they carry out their work. Theirs will be a master/servant relationship in relation to the client. Conversely a self-employed person can usually determine when, where and how they will carry out the work.

Based on the information provided, SJ is under the direction of the director in charge of the client account. It is arguable therefore that SJ has little control, which would support the view that he is employed.

Provision of equipment

A self-employed person is usually responsible for providing the necessary equipment to perform the work. SJ uses SA's equipment. This ordinarily indicates employment, although where the focus is on skills, as is the case with a graphic designer, this factor is less important.

Substitution

The ability for a worker to send a substitute is an indicator of self-employment. This is because an employment contract, by contrast, is a personal contract and cannot be assigned. However, simply having a substitution clause in the contract does not automatically give self-employment status if the reality is a substitute is never sent and accepted by the company. On the information provided, it is not clear whether a substitute would be allowed. If not, this would lean towards SJ being an employee.

Financial risk

The existence of a financial risk for the worker, is an indication that someone is self-employed. If the worker can increase their profit by their own efficiency or if they must put matters right in their own time if work does not meet requirements, these are financial risks just as much as a worker risking their own capital in taking on an engagement.

Here, SJ is paid on an hourly rate and his invoices must be pre-approved. There is no indication that he would not be paid for any remedial work and so it is unclear as to whether there is financial risk or not.

Integration

If SJ would be considered by the outside world as being 'part and parcel' of SA's operation and fully integrated into the workforce, he is more likely to be treated for tax purposes as an employee. Factors such as having a SA email, being provided with administrative support, holding an SA security pass or being invited to staff meetings or functions, are all relevant in determining the level of integration. There is no indication that any of these apply to SJ but this should be checked before reaching a final decision.

Number of paymasters

If a worker has a number of customers, then this is a strong indication of self-employment because no one customer can have exclusivity. This is especially strong if the work is carried out concurrently for different customers. Here SJ does work for other clients. However, it is unlikely to be a strong enough factor on its own to establish that there is no employment, particularly as he only searches for other work when the Company has nothing for him to do.

Conclusion

This is not a clear-cut case and further investigation should be taken as to the written terms of the contract, the level of financial risk, the degree of integration and the right to provide a substitute before any conclusion is made. Unless these clearly support that SJ is self-employed, there would appear to be a strong risk that SJ is in fact an employee.

It is possible to agree the position with HMRC. This would provide SA with certainty and ensure the reporting and withholding is correctly dealt with going forward. If HMRC successfully challenges SJ's self-employment status and re-categorises him as an employee of SA, they will seek to recover the cost of the tax and NICs that should have been deducted under PAYE. This re-categorisation will treat the amount paid to SJ as the equivalent of his take home pay.

HMRC may seek to recover the tax and employee's and employer's NICs from SA as the engager, by way of a contract settlement. If that is not agreed, they will use a Regulation 80 determination.

If it can be established that, as an employer, SA has taken 'reasonable care' to comply with the PAYE regulations, and the failure to deduct was due to an error made in good faith, HMRC may seek to recover amounts due directly from SJ. Again, they could do this by way of a contract settlement or, if that cannot be agreed, by a Regulation 72 determination. A Regulation 72 determination can only be issued if a Regulation 80 determination has not already been made, so they could do this first, regardless of SA's position on reasonable care.

Whomever they seek to recover tax and NICs from, HMRC may also pursue interest and penalties.

MARKING GUIDE

TOPIC	MARKS
Key differences in employer obligations between employee and self employed	2½
Status determined by reference to a number of factors and the facts of the case	1
Written contract starting point but reality also considered	1
Key factors – explanation and application to SJ	4
Conclusion and recommendations	2
Possibility to agree position with HMRC	1
Impact of re-categorisation - Tax and NICs via PAYE	1
Recovery of tax and determinations	1½
Possibility of interest & penalties	1
TOTAL	**15**

15. ECHO (UK) LTD

Residence and Domicile – General Position

The starting point is to determine the residence status of the employees.

The UK has a Statutory Residence Test ('SRT') to determine tax residence for individuals. The SRT determines whether a person is resident in the UK for a tax year by taking into account both the days they spent in the UK and the 'ties' or connections the individual has to the UK.

There are three parts to the SRT: the automatic overseas test; the automatic UK test; and the sufficient ties test.

An individual will be non-UK resident if they meet any of the automatic overseas tests. These tests look at and consider the number of days the individual is present in the UK (there is another test concerning full-time work outside the UK but this would obviously not be relevant to the individuals coming from Ecuador to work in the UK).

It is unlikely that the seconded employees will meet any of the automatic overseas residence tests as they will be working in the UK for periods of three months upwards. This is on the basis that the short secondments do not cross a tax year.

If none of the automatic overseas tests are met, an individual will be resident in the UK if they meet any of the automatic UK tests.

The employees that are on longer secondments (it is noted these will be up to three years' in length) are likely to meet one of the 'automatic UK residence tests' as they are likely to be present in the UK for at least 183 days and/or have either their only home in the UK, or if they have kept their home in Ecuador, they are not likely to spend more than the permitted amount of time in it in the tax year (due to working in the UK).

The position of the rotating employees may be more complex. It is likely they will spend between 46 and 182 days in the UK being neither automatically overseas nor automatically resident and as such, the 'sufficient ties' test will need to be considered. This test looks at the ties of the individual such as family, accommodation, work and any previous presence in the UK.

If an employee comes to the UK part way through the UK tax year (which runs from 6 April to 5 April) and is found to be UK resident under the SRT, this will usually count for the whole tax year. Sometimes however, the employee may be eligible for 'split year' treatment for their tax residence, where they are treated as non-resident for the part of the year before their arrival in the UK. Similarly, a UK resident secondee leaving the UK to return to resume work at EQO in Ecuador can be treated as non-resident in the UK for the part of the tax year after departure.

Impact of Residence and Domicile on the Taxation of Earnings

Employees who are not UK tax resident are taxable in the UK only for duties performed in the UK.

Employees who are UK resident for tax purposes are chargeable to UK tax on all earnings regardless of where the work is performed in the world or where the earnings are paid. The tax arises at the point the employees receive the earnings or, if earlier, the point they become entitled to receive them.

Because the employees will be non-UK domiciled, they will be entitled to be taxed on the remittance basis in relation to their overseas income and gains. The effect of this, is that overseas income will only be subject to tax, if and to the extent, it is brought into or enjoyed in, the UK. As far as earnings are concerned, because none of the employees

have been in the UK prior to the assignments, Overseas Workday Relief ('OWR') will apply. Under OWR, earnings from duties performed outside the UK are treated as overseas income for the purposes of the remittance basis.

An election is required for the remittance basis each year unless total unremitted income and gains are less than £2,000 for the year. A side-effect of claiming the remittance basis is that the employee would not be entitled to claim a UK personal allowance (the amount of annual income an individual can have before starting to pay tax; currently £12,570), or the annual exempt amount for capital gains (a similar allowance for gains currently standing at £6,000). Individual circumstances should, therefore, be considered before deciding whether the remittance basis is appropriate in each case. If the remittance basis applies automatically, there is no loss of the personal allowance or CGT annual exempt amount.

Claims for the remittance basis are typically made through self-assessment. Because the employees are working for the benefit of Echo (UK) Ltd, HMRC is likely to look to Echo (UK) Ltd to account for PAYE. This should be done on all earnings unless and until a s.690 direction is agreed with HMRC. A s.690 agreement allows Echo (UK) Ltd to simply account for PAYE on the UK earnings only, thereby avoiding the cash flow disadvantage of the employees having to reclaim the non-taxable portion back from HMRC.

Travel expenses

In general, travel, accommodation and subsistence expenses will be free from tax if paid by the employer, provided that the stay in the UK is intended to be temporary, ie less than 24 months under the temporary workplace rules. As soon as it is apparent that the period in the UK will exceed 24 months, such expenses will be taxable on the employee.

For these employees, consideration should be given to reimbursing actual subsistence expenses (or agreeing a set day rate with HMRC), which would be free of tax as opposed to providing them with a cost of living allowance, which would be taxable as general earnings.

Even if the 24 months are exceeded, special rules apply to employer-funded travel expenses for non-domiciled employees, exempting them from a charge on travel expenses met by the employer between their normal home (if outside UK) and their UK place of employment for five years from their first arrival in UK.

Special rules also apply for the spouse, civil partner and minor children of a non-domiciled employee, providing a similar exemption on the condition that the employee spends at least 60 continuous days in the UK, although this exemption only applies to two return trips per tax year.

The rules do not however, extend to accommodation or subsistence.

The accommodation provided will be a taxable benefit based on the rent paid by Echo (UK) Ltd. This will be included in the P11D and be accounted for by the employees through self-assessment.

Any reimbursement of subsistence costs will be taxed as cash earnings through PAYE.

Bonuses

The bonuses will follow the same pattern as for all other earnings. If they relate to duties performed in the UK, they will be taxable in the UK on receipt. This applies even if the payment is delayed until the employee has ceased to be resident in the UK.

Share options

The tax treatment of share option gains for internationally mobile employees involves statutory apportionment based on UK and non-UK workdays. In broad terms, the share option gain is treated as accruing evenly across the period between grant of the option and the date the option becomes capable of exercise. The portion of the gain that relates to workdays which give rise to earnings not chargeable to UK tax is 'unchargeable foreign securities income'; the portion of the gain that relates to workdays which give rise to earnings charged in the UK on the remittance basis is 'chargeable foreign securities income' (and is itself taxed on the remittance basis). The remainder of the gain is taxed on the arising basis.

Apportionment can apply where an employee is given split year treatment for residency in a year.

As far as share option gains are concerned, the UK National Insurance (NIC) treatment is not aligned with the income tax treatment. Instead, income from employment related securities which is attributable to days when the employee is not within the charge to UK NICs is disregarded and is not subject to UK NICs.

National Insurance Contributions ('NICs')

If the employee is assigned to the UK, a NIC liability will potentially arise for both employee and employer. On the facts given, they will not be subject to UK NICs for the first 52 weeks from their arrival in the UK.

After that, HMRC will look to Echo (UK) Ltd to account for NICs on earnings. Cash earnings will attract both employers and employees Class 1 contributions. This is deducted and paid over to HMRC at the same time and using the same reporting software as the PAYE. The accommodation (and any other non-cash benefits) will be subject to employer's Class 1A NICs which are reportable on P11D(b) by 6 July following the end of the tax year in which the benefit is provided and payable by 22 July where payment is made electronically.

MARKING GUIDE

TOPIC	**MARKS**
Residence status of employees – overview of general rules and application to employees	4
Tax impact if not UK resident	1
Tax impact if UK resident (including details of remittance basis/ OWR)	4
PAYE obligations of Echo (UK) Ltd and need for a s.690 direction	2
Travel expenses and accommodation and subsistence	3
Bonus	2
Share options	2
NICs	2
TOTAL	**20**