

## HUMAN CAPITAL – FA20 CHANGES GUIDE

Note that all chapters have been updated for 2020/21 thresholds, rates and allowances.

FA20 Ch	FA19 Ch	Topic	Major changes	Minor changes	No changes	Notes
1	1	Employed or Self Employed?			✓	
2	2	Introduction to Employment Income			✓	
3	3	The Benefits Code - General			✓	
4	4	Vouchers			✓	
5	5	Company Car & Fuel Benefits	✓			Expansion of relevant percentage bands to accommodate move to Worldwide Harmonised Light Vehicle Test Procedure (WLTP).  Note that the Advisory Fuel Rates are now included in the Tax Tables for your exam.
6	6	Company Vans			✓	
7	7	Living Accommodation – Taxable Benefits			✓	
8	8	Loans to Employees			✓	

9	9	Miscellaneous Benefits			✓	
10	10	Exemptions		✓		Section on trivial benefits expanded to cover connected series of benefits
11	11	Deductions			✓	
12	12	Particular Types of Employee			✓	
13	13	Employment Income provided through Third Parties			✓	
14	14	Optional Remuneration Arrangements			✓	
15	15	Introduction to PAYE			✓	
16	16	PAYE Operation & Compliance			✓	
17	17	Voluntary Payrolling of Benefits			✓	
18	18	Statutory Sick Pay			✓	
19	19	Statutory Leave & Payments	✓			Inclusion of section on Statutory Parental Bereavement Leave and Pay.

20	20	Student & Postgraduate Loans			✓	
21	21	Payroll Giving			✓	
22	22	PAYE Settlement Agreements			✓	
23	23	Construction Industry Scheme			✓	
24	24	Class 1 National Insurance Contributions			✓	
25	25	Employment Allowance	✓			Increase to £4,000 as part of de minimus state aid and limitation to employers with an annual secondary NIC liability of less than £100,000.
26	26	Class 1A & 1B National Insurance			✓	
27	27	Termination Payments	✓			Introduction of Class 1A NIC to termination payments above £30,000 exemption. Payable through RTI with PAYE rather than through P11D(b) process.
28	28	Agencies			✓	

29	32	Payments to Employment Intermediaries	✓			Extension of off-payroll working rules to non-public sector medium and large businesses with a UK connection from 6 April 2021
30	29	Personal Service Companies	✓			Consequential changes as a result of extension of off-payroll working rules to non-public sector from 6 April 2021
31	30	Managed Service Companies		✓		Consequential changes as a result of extension of off-payroll working rules to non-public sector from 6 April 2021
32	31	Reporting Requirements for Employment Intermediaries		✓		Consequential changes as a result of extension of off-payroll working rules to non-public sector from 6 April 2021
33	33	Pension Schemes	✓			Changes to levels of threshold income, adjusted income, minimum annual allowance and lifetime allowance.
34	34	Automatic Enrolment			✓	
35	35	Introduction to Share Plans			✓	
36	36	Share Incentive Plans (SIPs)			✓	
37	37	SAYE Option Schemes			✓	

38	38	Company Share Option Plans			✓	
39	39	Enterprise Management Incentives (EMIs)			✓	
40	40	Non-tax Advantaged Share Option Plans			✓	
41	41	Employee Shareholder Shares			✓	
42	42	Share Awards			✓	
43	43	Restricted Securities			✓	
44	44	Other Employment-related Securities			✓	
45	45	Share Plans – Employer Obligations			✓	
46	46	Residence – the Statutory Residence Rules			✓	
47	47	Residence – the Split Year rules			✓	

48	48	Domicile			✓	
49	49	Employment Income: Residence & Domicile			✓	
50	50	Overseas Workday Relief			✓	
51	51	Double Taxation Agreements		✓		Additional example included
52	52	Short Term Business Visitors	✓			Annual PAYE Scheme replaced by Appendix 8 Agreement
53	53	Tax Equalisation			✓	
54	54	Dual Contracts			✓	
55	55	Home Leave & Employee Travel			✓	
56	56	International Aspects of NIC			✓	
57	57	Cross-Border Pension Scheme Issues			✓	
58	58	Employment-related Securities (International)			✓	

59	59	Capital Gains Tax Issues for Internationally Mobile Employees	✓			<p>Changes to PPR – restriction of lettings relief to part lettings only; reduction of deemed occupation prior to disposal from 18 months to nine months; deemed occupation for up to two years where can't move in because of construction/renovation works</p> <p>Payment of NRCGT gains within 30 days of disposal whether within UK self-assessment regime or not</p> <p>Restriction of lettings relief to circumstances where owner is also in residence in property</p>
60	60	Senior Accounting Officer Responsibilities			✓	
61	61	National Minimum Wage			✓	
62	62	Apprenticeship Levy		✓		Digital apprentice service now running
63	63	An Introduction to Anti-avoidance			✓	
64	64	Disclosure of Tax Avoidance Schemes			✓	
65	65	Follower Notices & Accelerated Payments			✓	
66	66	HMRC Powers			✓	