

TIP OF THE MONTH - TAX AND NI FREE BENEFITS

There are a number of tax efficient ways, to reward or motivate staff, (several of which we discussed at our Annual 'Better Business Breakfast last month) and here are a few for you to consider.

Childcare Vouchers - these are being replaced by a useful but less attractive 'Tax Free Childcare' scheme, however that doesn't happen until Autumn 2015 so there's still plenty of mileage in the existing scheme. We have a one-page flyer on this which we'll be happy to send.



Pension Contributions - we are geared up to help with Auto Enrolment, but meanwhile with 'salary sacrifice' you can actually generate a retirement fund for staff virtually free - please see the example attached.



Mobile Phone - this can be provided tax free! Again, we've done the calculations and can provide a one-page illustration but by the time you pay your employee enough for them to pay for their mobile phone, the taxman is taking off 50% or so. Would you or they like to find a network that was 50% cheaper?

Recreation - why not pick up employee gym costs, which if properly done saves NI - yours and theirs - plus VAT: would you like a 40% discount voucher?



Cycle to work - we've done the 'on your bike' suggestion on few times but this still works (for cyclists!)

Travel and subsistence allowance are often neglected as well, and as you might expect, we provide some guidance!