



Employee Incentives and Employment Tax
An overview



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CLARITY MATTERS

Employee incentives can play a crucial role in the recruitment and retention of employees at all levels, especially since some forms of employee incentive attract tax favourable treatment in the UK. However, the combination of corporate, securities, employment and tax laws and regulations which apply to such incentives can appear daunting and complex.

Our employee incentives and employment tax team is headed by specialist partner Graham Muir. We have considerable experience in advising on the design, implementation and operation of all forms of employee incentive arrangement including discretionary employee share plans, HM Revenue and Customs approved arrangements, bespoke arrangements and all-employee share plans.

We work closely with our clients to ensure that we fully understand both the environment in which they operate and their business so that we can find the structure for their incentive arrangements which best meets their specific commercial objectives and needs.

“Graham Muir was ‘lauded for his ability on the tax side of employee share schemes’”
Chambers Directory

“Highly responsive and pragmatic” Chambers Directory

Following the design and implementation of an incentive arrangement, we will be on hand to give clear and practical advice to our clients on the ongoing operation of the arrangements. This may include advising on compliance with corporate governance and discrimination laws, the continuing appropriateness of performance conditions and the impact of corporate transactions on the rights of participants in those incentive arrangements.

We work closely with the other teams across the firm to ensure that we offer an integrated service. In particular, we regularly work alongside our corporate, employment and financial services teams.

OUR SERVICE

We are able to advise on the full range of employee incentive and employment tax issues, including:

- Employee incentive arrangements and employee handbooks
- The restricted securities legislation
- HMRC approved arrangements
- Age discrimination
- Listing Rules and the Model Code
- Compliance with the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 in relation to the preparation of directors' remuneration reports
- Application of the Prospectus Rules
- Mergers and acquisitions
- Variations of share capital
- Option rollover
- MBOs
- Reliefs from corporation tax
- Taxation of employees and directors
- Operating PAYE
- NIC liabilities
- Capital gains tax and share identification

OUR CLIENTS

We act for fully listed and AIM listed companies, start-up and medium sized unquoted companies, MBO teams and venture capital houses including:

- Braemar Seascope Group Plc
- Dealogic (Holdings) plc
- Euromoney Institutional Investor PLC
- Great Portland Estates plc
- Mavinwood plc
- NSF International Food Safety LLC
- Phorm UK Inc
- Quintain Estates and Development plc
- Shieldtech PLC
- Sportingbet plc



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