






Closing Plenary
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GLOBAL EMPLOYER SERVICES TURN IT UP

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Key takeaways

Opening plenary –
assessing the state of the
UK economy

There continues to be a
skilled labour shortage in
the UK leaving employers
no option but to hire from
overseas.

Pensions – what's
changed?

Given recent HMRC activity,
employers should ensure
they have reviewed
overseas pension plans and
are comfortable with the
treatment.

Terminating mobile
employees – legal and tax
considerations

With cross border
termination cases, advice
should be sought as early
as possible to ensure legal
and payroll compliance.

Immigration and social
security - update

Recent immigration and
social security changes
have been made to support
remote working with
further changes expected in
the coming years.

The emerging workforce –
latest trends

Employees are demanding
more flexibility in where they
work. Employers need to
consider if their existing
policies and processes
remain fit for purpose.

Artificial intelligence –
impacts on mobility tax

Now is the time to consider
how AI could impact your
work. There is much that you
can do to prepare for the data
driven future.

Non-resident directors –
achieving compliance

Non-resident directors are
visible to HMRC on
companies house so it is
crucial to ensure compliance
in terms of payroll and social
security.

The next 12 months budget and general election

What are the major political parties saying?

Conservatives		Labour		Liberal Democrats	
Tax rates	<ul style="list-style-type: none">• “More to come” in respect of cutting people’s taxes	Tax rates	<ul style="list-style-type: none">• “Do nothing to increase the burden on working people, whether it comes to tax or anything else”	Tax rates	<ul style="list-style-type: none">• Abolishing the separate capital gains tax-free allowance (annual exempt amount)
Other changes	<ul style="list-style-type: none">• There is speculation over inheritance tax cuts or abolishment	Other changes	<ul style="list-style-type: none">• Abolishment of non-dom status (see next slide)• “Scrap the private equity carried interest loophole”• Reverse the abolishment of the pension’s lifetime allowance• Remove the VAT exemption for private schools	Other changes	<ul style="list-style-type: none">• Taxing income from wealth more similarly to income from work• Giving HMRC more resources to tackle tax fraud

Labour's tax plan for expatriates

What more do we know?

1

Labour's original costing suggested abolition of the non-dom regime would raise £3.2 billion

- This is based on a report issued in September 2022, which assumed that non-dom wealth could be estimated, based on the wealth of UK doms living in the same postcode
- It also assumed a low rate of exodus if non-dom status abolished on the basis of the 2017 reforms (which included safeguards to mitigate the risk of mass emigration)

2

According to press reports in January 2024, Labour has revised the amount to be raised from its non-dom policy down to £2 billion. The revised figure relates to the cost of introducing a four-year regime for newcomers to the UK (Labour has not officially committed to a four-year regime)

3

There has also been speculation that the Treasury's view is that Labour's plan would cost money rather than raise money. The (Conservative) Chair of the Commons Treasury Committee has stated (in Finance Bill debates) that there is analysis showing this (but did not comment on where)

Other possible disruptors



The year of elections

Countries home to nearly half of the world's population will hold elections in 2024. This includes the UK, the US, India, South Africa and Mexico.

The outcome of these elections could trigger tax regime changes.

Employers will need to ensure their global mobility policies remain appropriate in light of any rule changes.

Income tax in the middle east



Middle eastern countries understand that oil revenues are not sustainable long term and they have started raising or introducing VAT and corporate tax.

There is speculation that they may move onto income tax.

Should income tax be introduced, employers will need to update their budgets and ensure their policies are fit for purpose.

Further global turbulence

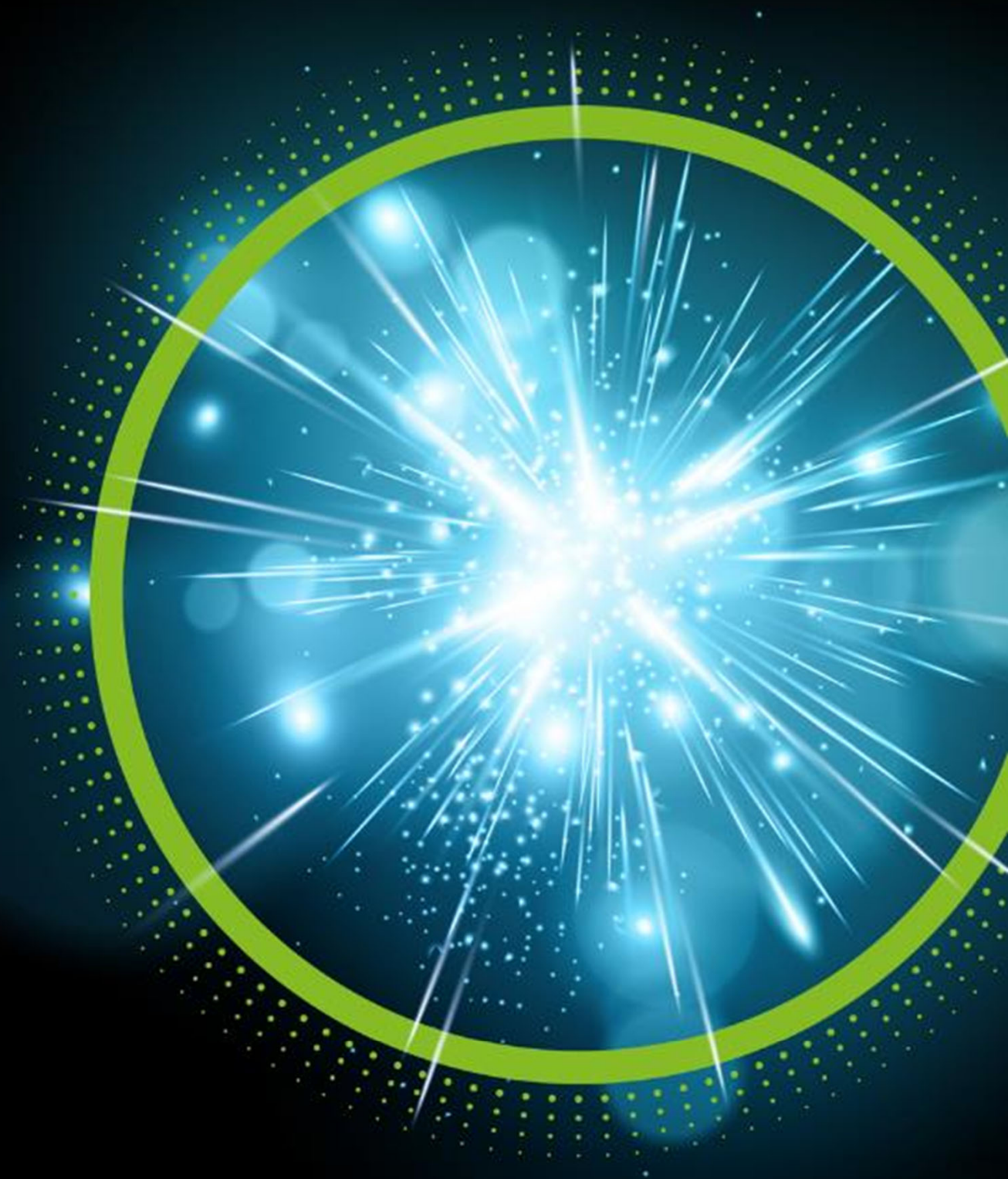


There is the potential for the escalation of conflicts, for example in the middle east.

This could cause dispersion of employees, and travel and immigration difficulties.

Employers should ensure they have a business continuity plan in place which includes immigration support.

Thank you for coming





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