

P11DS – WHAT YOU NEED TO REPORT



If you run a business and have employees who receive benefits or certain expenses you may need to complete forms P11d.

The forms need to be completed and submitted to HMRC by 6 July 2019 and any Class 1A National Insurance should be paid by 19 July 2019.

The most popular benefits provided by employers are Healthcare, Company Cars, Gym membership and Childcare. You can find a full list at www.gov.uk/expenses-and-benefits-a-to-z

Some benefits are tax free provided certain criteria is met.

Social Functions - provided they do not exceed £150 (includes VAT per head) per annum are exempt, be careful though as if the cost is £151.00 or over the whole cost for any social events that exceed the £150 cumulative limit will be taxable.

Trivial Benefits - these were recently introduced by HMRC. To be eligible the benefit must cost less than £50, it mustn't be cash or convertible into cash and it isn't a reward for work or performance or included in the contract of employment. Directors can also receive trivial benefits but these cannot exceed £300 per year.

Salary Sacrifice rules have changed in the past couple of years, the rules still allow Pension Contributions and some Childcare provision, however many other benefits that were allowable for a salary sacrifice arrangement are no longer treated as a simple sacrifice and require additional calculations to meet the requirements set by HMRC.

Understandably the whole process of completing the forms can be daunting and a significant burden for employers as the rules can be complicated.

If you need any help with completing the forms yourself or would like Nunn Hayward to complete these for you then please contact our Tax Team who will be happy to help you. Call 01753 888211 or email info@nhllp.com