

# Employment Services

Your people,  
our solutions,  
can we help?



The combined skills and experience of our Employment Services Team can support you with all your people issues.

Our Tax, HR and Payroll professionals can help you to make the most of your workforce, operate cost effectively and minimise risk.



At Dains we can help you wade through employer 'red tape' and use that knowledge for the benefit of your business and its people. Our employment experts can provide simple support and answers to your questions, take the burden of compliance off your hands or help you to implement valuable improvements.

Have you taken a thorough and critical look at your company's pay, expenses and benefits arrangements recently to check you're getting the most for your money and avoiding unnecessary risks?

Is ownership of the necessary policies and procedures in your business clear so that changes are appreciated and acted upon quickly?

The way in which payments and circumstances are described can make the difference between full tax liability and exemption. A modern, flexible reward package and business policies can affect your ability to hire, motivate and retain the very best people. Do you have access to the sounding board and source of ideas that you need?

**Employee Benefits**

Clarify your strategies, benchmark and modernise your rewards  
Ensure compliance

**Total Reward Statements**

**Share Plans**

Whether for key executives or wider workforce - maximum motivation with minimum tax

**Bonus Planning**

**Employee Engagement**

**Recruitment Strategies**

**Flexible Benefits**

Simple arrangements to suit all employers, workforces and budgets.  
Modernisation of the reward package with the minimum of administration  
Incorporating salary sacrifice for efficiency  
Regular positive engagement of employees

**Performance Management**

Guidance, support and documentation relating to objective setting, appraisals, absence, disciplinaries and grievances

**Flexible Working**

How to make the most of flexible working whilst ensuring you are compliant

**Pensions Auto Enrolment**

Lead you through the maze of requirements  
Provide low cost management solutions  
Salary Sacrifice

**Employer Support Packages**

Designed to suit your needs  
Support with regular tasks and ad hoc queries  
Helpline assistance at fixed, capped or variable cost  
Retainer arrangements for regular updates and predictable cost with full flexibility to review  
Comprehensive fully outsourced arrangements

**On-line Payslips**

**Payrolling Benefits**

Reduce or remove the P11D burden

**Payroll Outsourcing**

Permanent or occasional holiday and emergency cover

**Compliance, Efficiency & Risk**

Tailored reviews  
Procedures  
Legal compliance  
Interaction with HMRC  
Employee disputes  
Union Negotiations

**National Minimum Wage**

**Company Cars**

Review compliance, efficiency and competitiveness  
Salary Sacrifice for flexibility and attraction

**Employment Status**

Ensure that you have a defensible position

**Policies and Procedures**

**Expenses**

**Construction Industry Scheme (CIS)**

**Staff Training**

Technical training and updates for finance, HR and payroll staff

**P11Ds**

Advice support or complete outsourced service

**International**

UK responsibilities relating to global employees

Contact us:  
[employmentservices@dains.com](mailto:employmentservices@dains.com)

# Meet your team

The Employment Services team offer a broad and unique combination of expertise in employment taxes, HR and Payroll. With years of experience across a variety of sectors, our specialists can empathise with your requirements to provide the best possible professional, practical and commercial support and guidance however small your query or large your project.



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Please contact us to find out more about the services we can offer or to discuss your specific needs.

## Human Resources

Getting the best out of your most valuable asset, your people, can often prove challenging and costly.

Our professional HR experts can provide jargon free support for your business, whether ad hoc or as part of a regular service, while recognising your need to remain practical and commercial.

## Payroll

People are the lifeblood of any business and you need to pay them on time. Sounds simple, but employer requirements are becoming increasingly fraught with regulation.

Our experienced payroll team will adapt our service to suit your specific needs and they will bear the headache of staying up to date and compliant.

## Employment Taxes

Employment taxation, along with other forms of employer regulation, is complicated; employers have a lot on their plates to ensure that all the requirements of the PAYE and NIC Regulations are met. Where payments and benefits are not subject to the appropriate deductions or included on the necessary returns, liabilities, interest and penalties can build up quickly.

Effective policies, procedures and management are important to keep costs to a minimum and avoid arguments and settlements with HMRC.