

Salary vs Dividends: PAYE & NIC

Several events have happened recently to require careful planning in optimising tax-relieved income from share holdings.

Readers may be well aware of the potential advantages in the payment of dividends by a company to its directors/ shareholders. In particular, dividends do not attract National Insurance Contributions and any tax due it is not collectable via the PAYE system, but via an entry on the recipient's Self Assessment tax return form; with no further tax liability arising where the recipient is liable to tax only at the Basic Rate (broadly total income, including any dividends received, up to about £40,000 per annum). See our article in BCS 'REWARD' newsletter.

BCS Partnership have extensive experience in Tax Planning for people in business and recent changes emphasise the need to deal with the salary v dividend issue carefully.

If you wish to discuss any of the issues raised in this letter, then please do not hesitate to contact us on 01706 646664.

Owner managed businesses need to consider whether the continued payment of very low salaries is appropriate and if not, take appropriate action to increase salary payments with of course the resultant additional PAYE tax burden and National Insurance contribution liabilities. Alternatively, such businesses need to be aware that their position may be challenged at some point in the future. Normal HM Revenue & Customs approach in such circumstances is to look at not only the current year; certainly the previous five years; possibly beyond and to seek any additional PAYE tax/National Insurance due, along with late payment interest and possibly penalties (up to 100%).

Over recent years there have been various attempts to limit the use of dividends, in particular the following:-

- The 'IR35' regulations which attempt to force certain companies to pay out all profits as salary remuneration.
- The Arctic Systems case (House of Lords ruled against HMRC in June 2007) which challenged the payment of dividends to non-working spouses in some types of company.
- The changes to the rules in respect of Managed Service (composite/umbrella) Companies and 'Alphabet Shares' which from 6 April 2007 are designed to force this particular type of structure to pay out profits as remuneration.
- The introduction of specific legislation for tax purposes in Finance (No. 2) Act 2005 and the National Insurance Contributions Act 2006 which now explicitly permits changes in the PAYE/National Insurance contribution regulations to be introduced on a retrospective basis back to 2 December 2004. In this, certain backdated changes have already been made, albeit applicable only to very unusual and complex avoidance situations.

In addition to the above there is considerable legislation introduced via Finance Act 2003 and Finance (No. 2) Act 2005 which is directed towards countering complex tax avoidance schemes. However, in amongst this legislation have been changes to Section 447 Income Tax Earnings and Pensions Act 2003 which now reads as follows:-

- "S.447 Charge on other chargeable benefits from securities

(1) This [447] applies if an associated person receives a benefit [in connection with employment securities - shares]

(2) The taxable amount determined under Section 448 counts as employment income of the employment income of the employee for the relevant tax year.

- Late 2006 HM Revenue & Customs issued further guidance on their interpretation of these provisions. This interpretation repeated a Ministerial statement previously made in the House of Commons by Dawn Primarolo:-
- "I want to make clear that this change does not bring all benefits derived from securities into a tax and National Insurance charge. A reference to benefits in the context of the schedule means the employment reward - the passing of value to an employee in return for the employee's labour. Where investors are carrying out their normal investment transaction, this charge will not affect them."
- The legislation is directed towards complex, contrived arrangements to avoid tax and National Insurance contributions, in particular the use of special purpose vehicles, the use of 'Managed Service [composite] Companies and the use of 'Alphabet Shares' with little value or rights, being used to pay dividends to a range of (effectively otherwise) employees. The Ministerial statement also included a comment that: "this measure will not affect the taxation of those small businesses that do not use contrived schemes to disguise remuneration to avoid tax and National Insurance."
- The issue is that there is uncertainty as to what are and what are not "contrived schemes" and what is and what is not acceptable. To date there does not appear to have been any specific attempt to challenge the position of owner managers who hold ordinary shares in a company and draw a low level of remuneration (sometimes perhaps only £5,000 per annum or so) with the balance of any profits being paid to the same people as a dividend in their capacity as a shareholder.
- However, it may be that at some point in the future HM Revenue will contend that the "fair" and "correct" amount of tax, where there is "the passing of value in respect of the employment reward" on the payment of a dividend to owner managers, is that due via PAYE with associated National Insurance Contributions. If this occurs there may be doubt as to how easy it will be to defend the position of a director employee working (full time) for a very low salary.
- When any dividends are paid it is essential that the relevant Companies Act procedures are followed in connection with the passing of the appropriate resolutions, ensuring that the necessary company reserves are in place and the issuing of appropriate dividend vouchers at the right time. Failure to pay a dividend in accordance with these Companies Act requirements may simply mean that such a dividend has not in fact been paid which may leave open the way for HM Revenue & Customs to argue that any funds withdrawn on account of such a purported dividend are either remuneration or some sort of taxable loan.