



Year-end employer compliance solutions

End of tax year reporting

Manage your employer compliance requirements with ease



Tax year end can be a challenging time for businesses given the many competing deadlines to consider within a very tight timeframe. With HMRC placing greater emphasis on employers having robust processes and controls, together with the obligations under the Senior Accounting Officer regime, it is increasingly important for compliance returns to be accurate and submitted on time.



Our solutions have been designed to free up resource and reduce the need for manual intervention, the risk of errors, exposure to potential penalties, and reputational damage associated with compliance issues.



We can support you to reconcile benefits, expenses and awards provided across your business, not only to determine the correct reporting amounts, but to maximise tax efficiencies. Our team of specialists will work with you to help navigate the complexities of compliance.



Dates to watch out for

6 July

ERS return deadline

19 October (by post),
22 October (online)

PSA payment due date

6 July

P11D filing deadline

31 January

GMS population
P11D deadline

6 July

Class 1A payment date

31 May

STBV

01

P11D support

Our comprehensive managed outsourced service utilises KPMG's HMRC approved tool, P11D Solutions. We can support your business to free up resource and mitigate the risk of error. P11D Solutions was developed by our specialist cross service line tax team and has been in place for more than 10 years. It is updated each year in line with the legislative changes, giving you the peace of mind of real time technical accuracy. If you are interested in licensing P11D Solutions please [click here](#).

If you are formally **payrolling benefits** there are still steps that need to be taken at year end, e.g. reconciliation. Our team can help support with this process and advise where payroll amendments or supplementary Forms P11D are required. For more information on payrolling benefits in kind please [click here](#).

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Employment Related Securities Reporting (ERS)

KPMG can support with the preparation of your ERS returns, including spot checks against payroll filings to ensure that submissions are complete and correct. We can also assist with reporting of internationally-mobile employees' awards and advise on any available statutory corporation tax deductions using the same data to ensure that you manage risk across all equity-related compensation.

03

Global Mobility

Multinational businesses will further need to factor into year-end compliance the wider global mobility population. Our multidisciplinary team can support you to ensure that the relevant items are identified and reported. For example impact on share awards, Forms P11D and Short Term Business Visitors.

Our managed outsourced service can be extended to review your relocation benefits and expenses working in conjunction with our global mobility services colleagues. Our services can also include review of visa and immigration related costs, accountancy and tax advisory fees and other employer provided benefits.

04

PAYE Settlement Agreement (PSA)

PSA reporting can be a complex and time-consuming process involving analysis of data compiled from multiple sources. It is important that businesses consider the wider picture and identify all relevant expenditure that has been incurred.

KPMG supports a wide range of clients in navigating and analysing their data to prepare reliable annual PSA calculations accurately and efficiently, applying relevant tax exemptions and practical solutions. Our services are underpinned by KPMG's Tax Data Analytics Engine ('TDAE') which is a cloud-based application developed by our tax professionals which uses defined rules and machine learning to review large volumes of data. If you would like to know more about TDAE or are interested in licensing our TDAE technology please [click here](#).

Where you already have an established process for preparing your annual calculation, KPMG can provide an extra layer of governance and confidence, by reviewing your processes, controls, prepared calculations and supporting schedules.

05

Other reporting obligations

Separate to the standard employer annual compliance reporting obligations, there are also other returns which may be required depending on what you offer your current and former employees. These include **post termination benefit reporting and employer-financed relevant benefit scheme reporting**. Our team of subject matter experts support organisations to remain compliant with their obligations, reporting accurately and on time.

How can KPMG help?



Our multi-disciplinary team has a vast amount of technical and practical experience in supporting businesses of all sizes to navigate and manage year end compliance obligations. If you have any questions or want to discuss how these services can be tailored to meet your organisation's needs, please get in touch using the contact details below or reach out to your usual KPMG Employment Solutions contact.

Contact us

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