



When did you join the group?
February 2007

Best and worst aspects of the job?
The best is the variation of my job; no two days are alike as I am often out and about meeting clients in their premises providing solutions on various matters. The worst is dealing with the paperwork.

Sports team/hobbies?
I am participating in several duathlon and triathlon races this year. I have already competed in the Parbold and Oulton Park Duathlon (Run: 5k, Bike: 27k, Run: 5k) and the Lymm triathlon (Swim: 1k, Bike: 35k, Run: 9k). My goal is to eventually compete in the Ironman which is a gruelling 2.4 mile swim, 112 mile cycle ride and then 26.2 mile run. For my sins I also support Liverpool FC!

Any vices?
Beer and chocolates

Any famous encounters?
I met both Jack Nicolson and George Bush at the same event. It was a few years ago at the Berlin Gold Show. I am now the proud owner of a signed Jack Nicolson gold ball!

What's in your CD player?
I vary it but at the moment Pink Floyd, Oasis and REM.

If you were stuck on a desert island, what are the two things you could not do without?
My family and running shoes.

If you did not work here, what would your ideal job be?
Probably a sports physiotherapist.

Plans for the future (work and non work)?
To win the lottery! Failing that I will continue to study for the next IFA stage to achieve Diploma status.



The Investors In People recognition panel is very pleased to confirm that The Clarke Nicklin Group has been recognised as an Investors in People. The assessor concluded 'Clarke Nicklin should be congratulated on achieving IIP status. Clarke Nicklin is an innovative and forward thinking Group that demonstrated that it fully embraced new initiatives and ideas. The leadership were fully committed towards the development of themselves and others, thereby ensuring the Group's vision for learning aided it in providing a 'first class' service for its clients. The assessor found that there was no shortage of desire for helpfulness and cooperative working amongst the staff at Clarke Nicklin.'

'The Group had worked hard in formalising and putting in place structured policies and procedures that facilitated a 'continuous learning environment'. This was regarded as paramount for success and the Group have been progressive with its plans for the future, geared for the challenges ahead in competitive accounting and advisory environment. The Group demonstrated considerable improvement over the last couple of years and has created a culture of moving towards involvement and empowering of staff that has proved very successful.'



January saw Margaret Meynell retire following her 60th birthday. She has since enjoyed a six month tour of Australia with her husband Dave.



the addition⁺

Clarke Nicklin appoints three new partners

Clarke Nicklin LLP, the Cheshire based accountancy, personal finance and debt recovery group has today announced the appointment of three new partners.



Former Tenon partner Paul Draper (44), Campbell Woolley partner Graham Travis (52) and existing director Brian Bradley (41) have all been tasked with developing and growing the practice.

Draper, who has joined the firm as tax partner, brings 20 plus years of accountancy experience and in addition to Tenon has worked with both KPMG and Arthur Anderson. His main specialism is advising entrepreneurs and owner managed businesses on tax planning, something he'll look to bolster at Clarke Nicklin.

He said: "I am delighted to be joining such an innovative practice and am looking forward

to expanding the offering both for clients and prospects. Tax is a crucial area for businesses and individuals alike with changes to legislation, including the recent income tax rise for high earners, at the forefront of peoples' minds. It's imperative that our team provides professional advice and helps deliver the best tax solutions for our clients."

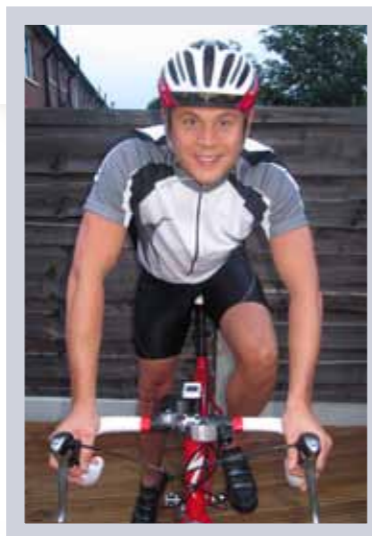
Draper is joined by audit partner Travis who specialises in audit for companies of all sizes and industries, gained from experience at firms including BDO and Howarth Clarke Whitehall. He added: "I'm confident that our shared knowledge, coupled with the backing of two forward thinking managing partners will achieve even more added value for Clarke Nicklin's fantastic client portfolio. I look forward to implementing my own knowledge and working with the excellent existing audit team."

The final appointment is of existing director Brian Bradley who has been made partner after more than 20 years with the firm. Bradley has played an integral part in the company's growth and is head of corporate advisory, leading a team of seven portfolio managers as well as a remit to leading the training and development of staff.

Managing partner Steve Humphries said: "The addition of two new partners, coupled with Brian's experience and knowledge of the company is a great asset for Clarke Nicklin's senior management team. Their collaborative experience will help open new doors for the group, but more importantly will add value to our customers. We look forward to developing these integral areas of our business with their leadership."

CYCLE TO WORK SCHEME

Gareth Jones is the first member to participate in the cycle to work scheme which was recently set up by the firm.



DON'T GET CAUGHT!

This newsletter highlights some things that you might consider now to pay less tax, or to keep clear of the traps and pitfalls of Britain's increasingly complicated tax system.

PAYE THE PENALTY

For years, HMRC have wanted a proper sanction for people who don't pay their PAYE by the due date – the 19th of the month following the month in which the employees get paid (or the 22nd if you pay by electronic transfer). For years, all they've had is the ability to send a red letter asking for the money, and an interest charge if you are late with the year-end payment due on 19th April.

From 5 April 2010, they have introduced a penalty for late payments during the year. The first one is ignored, but the rest will be totalled and a percentage applied – 1% if you're late in 2 to 4 months, up to 4% if you're late 11 or 12 times. They want to charge interest as well, but that's unlikely to come in until 2012. On an annual basis, 1% for being a couple of days late is much worse than interest – you have been warned.

SILVER AND GOLD

If you lose your job, a golden handshake could be the silver lining. Traditionally the first £30,000 of a pay-off has been regarded as tax-free – but don't count on it, because the taxman usually wants a slice of the whole thing.

The exemption applies if the payment is purely "for losing the job" – damages for the employer's breach of contract in sacking you, or a wholly unexpected thank you to compensate you for the shock. If you have the right to the payment in your contract, then it's taxed in full as pay.

Even if you don't obviously have the right, HMRC may try to read it in. For example, if you have the right to three months' pay in lieu of notice, but your employer just pays you the cash to go immediately, they will



look for anything that indicates the employer has a choice between these two routes. If so, it's paid under the contract, and it's taxable.

There have been recent cases in the Tribunal which show that this is a live issue in a recession, and the decision can go either way. If you are on the receiving or the paying end of a golden handshake, we can advise you on what the likely tax treatment will be

THE NAME IS BOND

Not James Bond – Investment Bond. Bonds are “wrappers” which fund managers use to parcel up their products to sell to the public. Like any investment, they can go up as well as down, and like most investments, they have been having a rocky time over the last couple of years. This has highlighted one of the differences between bonds and straightforward investment in shares – the tax treatment of gains and losses.

In general, bonds are chargeable to income tax, not to CGT. If the funds are invested in the UK, it's assumed that there will be some UK tax paid on the money while it's invested, so any gain is only charged to higher rate income tax – potentially to 50% less 20%.

If the money is invested offshore, any gain will usually be charged to income tax in full (20%, 40%, 50%) when the bond is cashed in, because it's assumed that there has been no UK tax in the meantime.

Unfortunately, if there is a loss, the tax system has no sympathy for you. You cannot set a loss against your other income, nor even against your gains – so profits can be taxed at 50% and losses are usually not relieved at all.

If you have any bonds that you are thinking of cashing in, it's worth checking first what the tax consequences will be. If you choose the time of encashment carefully, it's often possible to reduce this tax charge. Similarly, if you are thinking of buying one, check out the tax position. We will be happy to advise you.

**Clarke Nicklin Financial Planning,
Scott Herbert, Tel 0161 495 4700,
Email scotth@cnfp.co.uk**

COMPANY PROFILE

WIREBIRD

Wirebird's Managing Director Malcolm Gardner first approached Partner Steve Humphries at the beginning of 2008. He was initially seeking, and obtained advice on a Management Buy Out (MBO) for himself and a further 5 colleagues.

Since the completion of the MBO in June 2008 Clarke Nicklin has continued to assist with tax planning and provides a quasi Finance Director Service. Additionally, Clarke Nicklin's Financial Planning arm has assisted in setting up a group pension for the firm and offering personal financial advice to the company's directors and shareholders.

London based Wirebird has been providing IT Infrastructure Support Services since 1998. Their focus is on On-Site and Remote Support – including Procurement, Installation and Configuration, Security Solutions, Offsite Backup of mission critical systems to dedicated Servers, Selective Outsourcing, and Managed

Hosting. They are a Certified Partner for most major brands and are continually adding to their skill set to provide better support to customers. They offer a comprehensive service relying on a mixture of remote support and assistance, together with on-site support including the provision of a fully Managed Support Service. Wirebird's customers operate in many industry sectors including Insurance, Construction, Trade Organisations, and the Public Sector and registered Charities. They include The British Lung Foundation, John Laing, C&H Hauliers and Steamship Insurance.

When asked about the service Clarke Nicklin provides, Malcolm said 'I was recommended to Clarke Nicklin by a colleague from our North West division. Steve initially provided our business with invaluable advice in relation to the structure of our Management Buy Out. He now provides Wirebird with strategic and tax advice.



Malcolm adds 'Scott Herbert looks after all my personal financial affairs, ensuring my pension and investments are working hard for me and my family. Having Clarke Nicklin on board 'Team Wirebird' helps me sleep well at night. Clarke Nicklin gives accountancy and financial planning a good name.'

If you are happy with the service Clarke Nicklin provide and feel we could be off benefit to anyone you know, please do not hesitate to refer us!

AVOID THE PERSONAL ALLOWANCE TRAP

Most people think the highest marginal rate of tax is 50%. It isn't! There is now a gradual withdrawal of the personal allowance if your taxable income exceeds £100,000. For every £2 of excess taxable income your allowance reduces by £1. As a result, if your 2010/11 taxable income is within the range of £100,000 to £112,950, you will suffer tax at the staggering rate of 60%! The marginal income tax rates are as follows:

Taxable Income	Marginal Rate
£1000,000 to £112,950	60%
£112,951 to £149,999	40%
£150,000 +	50%

We consider this to be outrageous! Together we may well be able to find an alternative strategy if your taxable income is likely to be within that range.

PENSION PROBLEMS

Since April 2009 there have been proposals to restrict pension tax relief from April 2011 for those earning over £150,000 and special rules to forestall attempts to get around this restriction. If you pay extra contributions now to beat the change, you may suffer an extra tax charge.

There were changes to these rules in December 2009 so that contributions paid

by employers are taken into account and people on incomes of £130,000 can now be affected. If you have an income around that level, or have had in the last two years, and you want to pay extra contributions totalling more than £20,000 in this year, discuss it with us first. We'll check whether you might trigger the tax charge and suggest a solution where possible.

VAT: ONLINE FILING AND PAYMENTS

From 1 April 2010 businesses with an annual turnover of £100,000 or more (exclusive of VAT) and all newly registered businesses must file their VAT returns online and pay any VAT due electronically.

For those businesses which continue to send cheques by post payment will be treated as being received by HM Revenue & Customs on the date when cleared funds reach their bank account – not the date when they receive the cheque, as was previously the case.

This change does not affect any cheque payments made by Bank Giro, which are treated as electronic.