

Christmas Newsletter 2016

*Best Wishes for a Magic filled Christmas and
a Very Happy New Year*

From the team at Blackburne Group LP

AUDIT SHIELD

For those of you who use this service, the renewals will be sent early next year. Please pay by the 31 March to ensure continuous cover.

EMPLOYMENT AND NON- TAXABLE ALLOWANCES

Blackburne Group LP has developed a tool to help you find the real cost to your business of each employee NTA's. This tool is sold to non-clients for \$150 + GST but is available free of charge to our clients upon request

Please contact your manager or Deb if you want access to this resource.

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"So they bring a tree in the house and put all these shiny, dangling things on it, then freak out if I go near it ... This is why I drink."

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THE CHRISTMAS GRINCH - A.k.a. IRD !.

Historically IRD have allowed 100% deductibility for gifts to clients or suppliers that contain food or beverages. Recently they have changed that policy and from 1 September 2016 will only allow a 50% claim for these costs. Where gifts include food/beverage and other items those other items can be claimed 100% and the overall total apportioned.



The IRD advise that they will not be actively reviewing historic claims to amend treatment of those but will adjust should they stumble across them in an audit situation.

The situation for gifts to employees remains the same and FBT needs to be considered.

CFO ASKS CEO

**“WHAT HAPPENS IF WE INVEST IN
DEVELOPING OUR PEOPLE AND THEY LEAVE
US?”**

CEO

**“WHAT HAPPENS IF WE DON’T AND THEY
STAY?”**

EMPLOYMENT AGREEMENTS

In a recent survey undertaken by Statistics New Zealand, it has emerged that around 1 in 10 New Zealand workers do not have a written employment agreement.

The survey found that a higher number of part-time and casual workers did not have employment agreements as well as those working in high-risk industries such as forestry, fishing, and farming.

Under the Employment Relations Act, an employer must provide a written employment agreement.

The agreement must include the names of the employee and employer, a description of the work to be performed and where the employee is to perform that work, as well as an indication of the employee’s hours and pay rate. The agreement must also record how employment disputes will be resolved.

Employers must keep a copy of all draft agreements provided to the employee/potential employee as well as a copy of the signed agreement.

Employers are required to comply with the Act and can be penalized.

Blackburne Group LP have tailored an updated employment agreement specifically for logging contractors – please contact Deb McCarthy to discuss.

*Our offices will be closed for the
Christmas break from 3pm
Thursday 22nd December 2016
and will reopen on Thursday 12th
January 2017 at 8.30am*

Disclaimer

This publication has been carefully prepared, but it has been written in general terms only. The publication should not be relied upon to provide specific information without also obtaining appropriate professional advice after detailed examination of your particular situation.