

Burgess Hill

BUSINESS PARKS ASSOCIATION

Opening Remarks

Award winning businesses

In our ranks we have many innovative, engaged and community minded businesses and many are finding news ways to greater sustainability. This is the sort of effort that gets noticed and recognised.

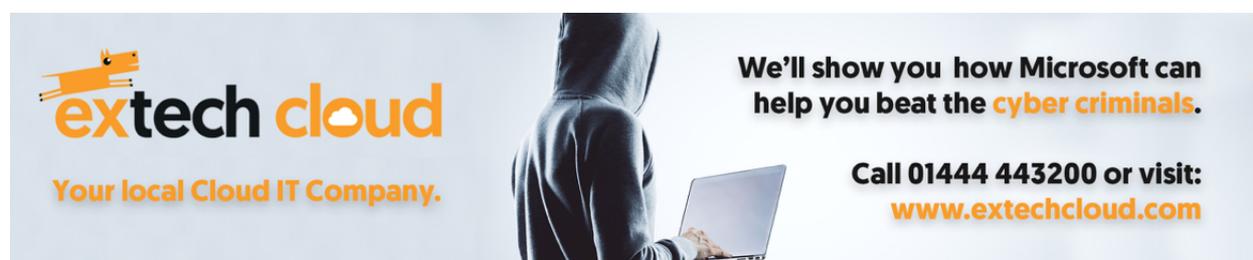
The annual GDB Awards this week saw several BHBPA members nominated and some won major awards. This week we congratulate one of those awards winners, [Flexibility Matters](#). We'll have more to celebrate next week. Well done to Emma Cleary and her team.

BHBPA is about to start planning our own [BHBiz awards](#), much as we had way back in 2019... those were different times of course, so maybe we can bring something new to the mix, I welcome any suggestions you may have on those, for something we can put on sometime in early 2023.

Currently we are planning the [BH Means Business](#) expo, which is returning this year, probably mid September 2022, at The Kings Centre, we'll let you know more about that later in the spring.

In other news, there's some commentary on the latest budget and some end-of-financial-year HMRC reminders. There's also a marathon runner in need of sponsorship and we announce some great new face to face events at some interesting premises, generously provided by our members and coming up in April and May.

Just two days now to spring...I wish you all a lovely sunny weekend!



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Flexibility Matters - wins GDB Award

Local Business Awarded For Boosting Flexibility In The Workplace

The pandemic has had an extraordinary impact on how we work and now specialist flexible recruitment consultants, Flexibility Matters, have been awarded "New Business Of The Year" at the Gatwick Diamond Business Awards 2022, for their work helping individuals and

businesses to thrive flexibly.



Marcus Atkinson, External Engagement Manager at The University of Sussex Business School, which sponsored the award, comments, *"We know the struggles the pandemic has brought, and Flexibility Matters have worked hard to help, including delivering free events to boost candidate confidence and assist businesses with flexibility"*.

Speaking of the appetite for hybrid working, Flexibility Matters' Founder Emma Cleary comments, *"candidates want it and businesses need to make it happen, to afford a good work-life balance and attract great talent. We want to help everyone to embrace flexibility and are humbled to have been recognised with this prestigious award"*.

Flexibility Matters' programme of free webinars for candidates, delivered by specialist coaches, is something of a life-line to individuals trying to get back out into the workplace, as candidate, Eloreña explains, *"I can literally say that these Zoom courses have changed my life and have brought me so much in the way of connection and confidence"*.

Their free events for business leaders, bring them together with mentors from leading organisations, to help them understand the tools and techniques which make flexible and hybrid working successful. Cleary says, *"we need flexible working to continue into the future because of the incredible impact it has not only on people's lives but also on business productivity"*.



Businesses can sign up [#FlexForward2022](#) to Flexibility Matters' new 'FlexForward22' peer mentoring event on 13 May. Candidates can register with their CV at any time [here](#).

The Chancellor's 2022 Spring Statement

Spring Bunny or Alice's White Rabbit?

Today the Chancellor was forced to do something about the increases in cost of living. Hence, the fuel duty cuts, employee and self employed threshold national insurance increases but not too much else.

If people are still not feeling spring-like, the promise of a 1% cut in the income tax rate from April 2024.

Dig in a bit further and you decide:



Paula Tomlinson BFP FCA CTA
On the Spot Accountants

National insurance (NI) threshold increases by £3,000

To help the lower-paid, but also all of us who are directors/employees/self employed, a much welcome simplification measure of aligning the NI threshold of £9,568 with the income tax free threshold of £12,570 will be introduced from July 2022.

Why July you ask? This shows that the Chancellor has had to make unplanned changes and is probably the time HMRC needs to update its IT system. He might even have planned to do this in a year or so and has simply brought it forward.

The stated saving for 2022/23 of £330 for employees/directors is from applying this increase from July. If it had been for a full year at the current 12% rate of NI it would save £360. For sole traders and partners, the calculated part-year saving is £250 because Class 4 NI is only paid at 9%, instead of the employee 12% rate.

Interestingly, the threshold at which Class 2 NI is paid is jumping from £6,725 to £12,570. Ensure you are registered with the DWP even if you won't pay Class 2, otherwise you'll lose contributory years towards your state pension.

Above the new annual £12,570 threshold, the NI rates will still be increased to 13.25% for employees/directors and to 10.25% for the self employed. Employees with more than one job will benefit even more. Ordinarily one NI threshold is given to each job, not each person.

National insurance (NI) employer's annual allowance increase from £4,000 to £5,000

And employers will still pay 15.05% on earnings above £9,100, although the £4,000 annual allowance will be £5,000. This £5,000 is equivalent to 15.05% on a £42k salary for one employee, or more employees on lower salaries. It does seem to help small businesses afford to employ one or two staff.

Director's annual salary

This employee NI saving seems to mean that even sole directors pay should now be £12,570 (£1,047 pcm) for most directors, rather than the planned £9,100 (£758 pcm). We will of course advise you in due course.

Income tax rate decrease by 1% from April 2024

Why, you may ask, is NI increasing by 1.25% now, followed by a 1% income tax cut in two years time? It probably has a bit to do with devolved governments who can only adjust income tax, but also being seen to deal with long term care costs through the NI system rather than the income tax system which affects more people.

What was missing?

Business miles rate increase - An increase in the longstanding business mileage rate claim from 45p to at least 50p would have been welcome. Did the government want to encourage company electric vehicles instead where there has been a recent increase from 4p to 5p for business miles claims.

Working from home continued relaxation - From April 2022 it appears we're back to claiming for each week, not the whole year, and only in your tax return if your employment contract requires you to work from home.

Threshold where child benefit starts to be taken away - This is £50,000 and is now noticeably out of line with both the income tax and NI thresholds of £50,270. This is becoming a nice additional background money earner for the government.

Hospitality VAT decrease - This looks set to increase from 1 April 2022. Check your gross profit margins and ensure you still have a sustainable business. You may need to increase your prices.



Will you have a Spring in your step and get through these cost of living increases? If not, do make sure you take advantage of everything that is on offer within the tax, benefit and grant systems.

Please contact me or your usual **On The Spot Accountant** if you wish to discuss further

Paula Tomlinson BFP FCA CTA

01444 882677
onthespottax.co.uk

Community Transport Sussex

We are delighted to advise that Dee MacTaggart has offered to take up the amazing challenge of running for CT Sussex in the Brighton Marathon taking place on 10th April 2022.



Whilst we appreciate that many donations are being made elsewhere at the moment, as a Charity we very much appreciate Dee's efforts in running 26 miles for us and want to support her as much as we can in her endeavours to complete the race. It is a massive physical effort, and we so appreciate her offer to fund raise for us.

Much of our CT Sussex income is dependent on charitable donations, so this is a great opportunity for supporting our own charity that we are all part of.

There is a Go Fund Me Page up and ready to take anything you want to donate, even a few pounds will make a difference.

<https://www.gofundme.com/f/btc6w-brighton-marathon-2022-fundraiser>

Sponsor Dee's marathon - [CLICK HERE](#)



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Job Posting - Consort Frozen Foods

Consort Frozen Foods are recruiting! We say you can't buy happiness but you can buy ice cream, and we reckon that's pretty much the same thing!

Do you want to work for the UK's leading Ice cream specialists based in Burgess Hill and help them become even better at what they do?

Consort Frozen Foods are currently recruiting for the following permanent and temporary positions;

- 7.5t Multi drop delivery driver
- 3.5t Multi drop delivery driver
- Storeman and Warehouse Operative
- Storeman and Warehouse Supervisor
- Sales Executive



If you would like to apply or know anyone who might be suitable please send any CV's to jobs@consortfrozenfoods.co.uk

The Sherrards Academy

An online event delivered via Zoom



CPD accredited - The Sherrards Academy,
UK Employment Law Course

6th Cohort beginning on 5th May 2022

The 8 modules covered within our UK Employment Law Course are delivered during 4 hour-long live webinars with a highly qualified employment law solicitor from Sherrards. Each session will run on Zoom from 12:00 – 13:00 on the following dates:

Webinar 1 – Thurs 5th May

- Unfair Dismissals
- Discrimination and Harassment

Webinar 2 – Thurs 12th May

- Disciplinary Procedures
- Handling Grievances

Webinar 3 – Thurs 19th May

- Performance Management and Capability
- Short and Long-Term Sickness Absence

Webinar 4 – Thurs 26th May

- Flexible Working
- Redundancy

[Click here](#) to find out more about this popular, CPD certified training course. The cost of attending is £750 + VAT per delegate.

Testimonials

"The scenario based questions help in understanding the concepts and legal implications. Thanks to Harry! He explains it very well."

"It was clear and fact based and even for those that have a number of years experience, new things were there to pick up on."

"Obtaining this qualification is really useful for my role as a people manager. Having that legal understanding is very reassuring."

If you would like to secure your place or find out more please send me an email laura@sherrardslaw.com or call me in the office on **01273 834120**.

Latest HMRC Updates

Finishing the 2021 to 2022 tax year and starting the 2022 to 2023 tax year



Finishing the 2021 to 2022 tax year and starting the 2022 to 2023 tax year
HMRC have published important information for employers on GOV.UK, which includes:

- Help [finishing the tax year 2021 to 2022](#)
- Starting the new tax year 2022 to 2023, by using our [form P9X \(2022\)](#) tax codes to use from 6 April 2022

- Information on the [rates, limits and changes for 2022 to 2023](#)
 - [The Employer Bulletin February 2022](#) – this edition contains information about sending in your final submissions for the year.
-

Networking in April

We look forward to an onsite tour of HPC's facilities later in April



HPC Plc will be hosting our April event, with a site tour.

FREE - members only

Friday 29th April

8.30-11.00am

A leader in the UK market for fifty years, HPC's "yellow-box" compressed air systems can be found throughout British industry, from workshops and garages to factories and power stations.

In partnership with KAESER Kompressoren SE, HPC provides its customers with the most reliable and efficient Compressed Air Systems. The partnership with KAESER of Germany is at the heart of HPC's business.

HPC Precision Engineering is trusted to supply KAESER with high precision air-end components and for forty years, HPC has supplied KAESER compressors to the UK's most respected manufacturing companies.

Networking in May

We'll have some informal networking and drinks at our early evening event at Wellesey Wealth Advisory in mid May



Our host is Harry Clewley who, apart from being a Chartered Financial Planner, is also BHBPA's most recent addition to its steering committee.

We'll have some informal networking and drinks at this early evening event at Wellesley Wealth Advisory in mid May.

FREE - members only

Thursday 19th May

4.30-6.30pm

Upcoming BHBPA Events

Would you like to give a presentation at one of our general networking events?

We are always interested to hear from you if you have a 10-15 minute presentation covering a pertinent business topic. To discuss this in more detail contact richard.cox@bhbpa.co.uk

Tuesday 12th April 4.00 to 5.00pm

2nd Tuesday ZOOM networking

Numbers continue to grow for our one hour monthly networking session online

Friday 29th April 8.30 to 11.00am

Site tour and networking at HPC on the Victoria Estate

Tuesday 10th May 4.00 to 5.00pm

2nd Tuesday ZOOM networking

Thursday 19th May 4.30 to 6.30pm

Networking and drinks at Wellesley Wealth Advisory

Please ALWAYS book our events on our website.

Whether it's an online event, or a site tour at one of our members, or a networking event at a venue. We need to know how many are attending. Spaces can sometimes be limited and we are finding increased demand. So book early!

To book events - [CLICK HERE](#)



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Closing Remarks

We want to hear from you

We are keen to hear your stories, awards won, apprenticeships completed, sustainability improvements, your involvement with local schools and all and everything going on in the various business parks around the town.

Let's celebrate your successes and achievements!

Deadline for copy each week is Thursday 3.00pm

Contact me directly - richard.cox@bhbpa.co.uk

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