

you are in

[home page - Blake Laphorn](#) > [services for businesses](#) > [employment](#) > [pay and benefits](#)

main sections

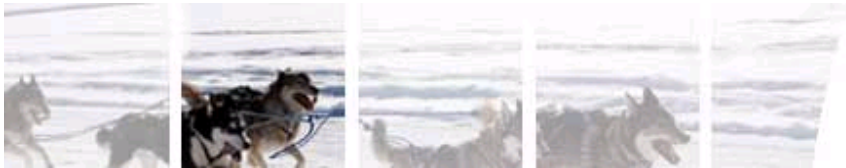
[home](#) | [about us](#) | [sectors](#) | [services for businesses](#) | [services for individuals](#) | [international](#) | [events](#) | [publications](#) | [newsroom](#) | [careers](#) | [contact us](#)

current section

[our team](#)

[our services](#)

## making pay, pensions and other benefits effective, attractive and tax-efficient



### attracting the right staff is an essential ingredient for the growth and development of any organisation.

Attracting and retaining the staff you want depends on having the right mix of pay, incentives and benefits. At the same time you want to make sure you can cut as much tax out of the cost of engaging staff, even where you have no attraction and retention issues.

Blake Laphorn's Benefits team has experience in advising clients on a wide range of issues affecting all types of pay, incentives and benefits:

- **pay**, including contractual terms and service contracts, equal pay, handbooks
- **pensions** - legal advice, documentation, member communications, training and independent trusteeship
- **life assurance** - establishing and running them in the most tax effective way
- **permanent health insurance** - legal and operational advice, documentation
- **private medical insurance** - including contractual terms and compatibility with provider's terms
- **salary sacrifice** - what it can be used for, how it works, effective documentation
- **flexible benefit arrangements** - how to structure this so that it is effective for tax, NI and contract purposes
- **employee share schemes** including approved and unapproved share options and employee benefit trusts
- **self-employment models** falling outside PAYE and IR35, and reducing employers' National Insurance Contributions
- **Construction Industry scheme**
- **employed contractor models** with tax free travel and accommodation, facilitated through legally effective overarching contracts of employment
- **VAT mitigation** in relation to the supply of temporary workers.

[contact us...](#)

For further information on any of the issues covered in the above publications, you can [contact a member of our Employment law team](#) or alternatively email us at [employmentinfo@bllaw.co.uk](mailto:employmentinfo@bllaw.co.uk)

---

## site information

[sitemap](#) | [disclaimer](#) | [privacy policy](#)

---

## offices

[Southampton](#) | [Oxford](#) | [Portsmouth](#) | [London](#)

---