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DUCKETTS
 TRUSTED ADVISORS

December 2012 Newsletter

House Elf Christmas Special

Book of the month

Pegg

http://www.amazon.co.uk/Art-Strengths-Coaching-Complete-Guide/dp/1852526963/ref=sr_1_1?s=books&ie=UTF8&qid=1352035772&sr=1-1



Positive and predictable

Great leaders are like good parents. They provide a positive and, as far as possible, predictable environment. Why? People like to know where they stand. They like to know that, providing they do certain things, they will stand a good chance of reaching the goals. Such leaders also provide the support and stimulation that encourages people to work hard to achieve success.

So what do we worry about first?

clients who use self employed workers in some circumstances could be setting themselves up for a problem. If we ignore the PAYE angle, there is a further niggle.

Assuming that the individual is self employed

and HMRC cannot overturn this, the worker may still be entitled to certain employment rights if the worker is obliged to provide personal service and their services are to a third party. EG self employed nurse contracted by S Lee but provides services (botox injections etc) to the general public.

There could be other affected businesses. None spring to mind.

Seven deadly sins of succession planning <<http://mail.icaew.com/cgi-bin/DM/t/hCl6toSymN3oZTEoPw6coEX>> We advise on how CFOs can avoid the common pitfalls when it comes to picking the right successor.

"Men aren't really complicated, Ana, honey. They are very simple, literal creatures. They usually mean what they say. And we spend hours trying to analyze what they've said - when really it's obvious. If I were you, I'd take him literally. That might help."

— E.L. James, *Fifty Shades of Grey*

"Sometimes I wonder if there's something wrong with me. Perhaps I've spent too long



in the company of my literary romantic heroes, and consequently my ideals and expectations are far too high.”

— E.L. James, *Fifty Shades of Grey*

HR corner

Dear Sophie

I recently had the following e.mail from one of my more truculent employees:

“Fax is f*cked. Get new one.”

Whilst this is factually correct (sorry, couldn't resist), I am concerned that this counts as some kind of misconduct. Even the House Elf described this as “pithy”. Furthermore, the same employee has recently posted a diatribe on my website www.

As ever, I await your comments. Incidentally, do I get to chose the method of punishment?

Tech corner (part 2)

A proper tech person (Richard Zybert www.zybert.co.uk) not only read last month's newsletter, but commented on my lamentable confusion between Mb and Gb (or was it MB & GB?). I hope this didn't stop anybody from buying a new PC. He also had the temerity to send me a bill, but that's another story.

Anyway, the whole point of the article was to mention the anniversary of Bladerunner, Film of the Year 1982. Mailchimp tells me that, disappointingly, nobody followed the link. Be bold: check it out this time www. Incidentally, the singularity (when computers/androids/cylons take over) is now scheduled for 2040 – yet another 30 years.

Mileage control by GPS tracker

big family cos in hbr nov12

ted is trendy

jon ronson psychopath test 2012 conference
dan pink the puzzle of motivation global
2009

obama used data, inc social networking

Pegg

Strategic intuition. Positive and predictable and create an environment that enables people to achieve peak performance. Pursue picture of success. Strong matriarch translates ideas to the rest of the business.

For those partners who do not or cannot discuss their respective incomes with each other, there will be help from HMRC. It will try to provide the minimum amount of information necessary for someone to establish whether they or their partner has the higher income. Check with HMRC how up to date the information they have is.

Dickens does tax strategies

In my never-ending quest to keep abreast of what's going on in the world outside Hereford, I went to a presentation on “tax strategies” (which translates to “tax avoidance” if you work for HMRC). What they said reminded me very much of a Dickens novel, not *Oliver Twist*, but the one where they all spend their lives hanging around the Chancery Courts waiting for the law to make a decision. It's HMRC policy to fight any decision where they consider they've got a 50% chance or better of winning. Deals are not allowed (unless you're Vodafone). Best estimate suggests that it will take 38 years to litigate the tax strategies currently in play with more arriving every year. So, at some point HMRC has got to move the goalposts (and suffer the Law of Unintended Consequences) or start reaching out-of-court settlements (politically unacceptable). In the meantime, taxpayers still have the ability to die along the way, thereby ensuring that the scheme works for them (and HMRC loses the tax). If you can ignore the morality angle, you've got to be impressed with the Strategists' ability to completely out-manoeuvre HMRC.

Smart fines

Ady – ski strong

Care LPAs

Golden Oldy

Best business book comp

The “Ref”

Seven deadly sins of succession planning
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Disclaimer

Client selection criteria?

“This is a man in need. His fear is naked and obvious, but he's lost. . . Somewhere in his darkness.

His eyes wide and bleak and tortured. I can soothe him. Join him briefly in the darkness and bring him into the light.” And do his tax return.

— E.L. James, *Fifty Shades of Grey*



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