



Oasis Accountants & Human Capital Department Zoom Webinar

Speakers

Shankar Devarashetty, Director Oasis Accountants
Peter Lawrence, Director Human Capital Department



Agenda

- What are the People Management & Development issues faced by SME businesses
- Employer Tribunal Insurance
- HR Employment Contract review - Adhoc Services

Date: 11 February 2021, Thursday

Time:

11:00 AM : Key Topics

11:45 AM : Questions

12:00 PM : Finish

Zoom Webinar Details:

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/83013436811?pwd=dFJVb3RyYjN2NzRZeXlHOE1qQ2RxUT09>

Webinar ID: 830 1343 6811

Passcode: 875656



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In March 2019, the UK introduced an EU Settlement Scheme to register EU nationals already residing in the UK prior to its departure from the EU.

EU Settlement Scheme

- ▶ EU nationals currently employed to work in the UK can continue to do so despite Brexit. The Government's EU Settlement Scheme was introduced to allow existing EU nationals residing in the UK to apply for Indefinite Leave to Remain (ILR). To make use of this scheme, employees must have been in the UK by 31 December 2020, with the subsequent deadline for applications being 30 June 2021. This means that employers will be able to retain any EU nationals who are already part of their workforce (by 31 December 2020) if they apply for settled status by 30 June 2021.
- ▶ Information released by the Government on 8 October 2020 shows that, from 30 March 2019 to the end of September 2020, over 4 million applications have been made to this scheme — almost 3.7 million of those applications came from England, 204,700 from Scotland, 67,200 from Wales, and 66,300 from Northern Ireland.

Points-based immigration system

The Government has announced that from 1 January 2021, EU and non-EU citizens entering the UK will be treated in the same way when they are seeking to work in this country. While there will be several routes they can seek to take in order to come and live in the UK, the route that the majority are expected to use is the “skilled worker route”. Under this new system, noncitizens who seek to work in the UK, following the end of EU free movement on 31 December 2020, will need to attain 70 points in relation to specified criteria. 50 of these points are mandatory, whilst 20 are tradeable.

Mandatory points are awarded as follows: 50 Points

- ▶ Job offer from an approved sponsor — 20 points.
- ▶ Job at the required skill level (RQF 3 or above (A Level and equivalent)) — 20 points.
- ▶ English language to a required level (this will need to be evidenced by completing a test or having a degree in English language similar to an English bachelors) — 10 points.
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Tradable points are as follows: 20 Points

- ▶ Salary of £20,480 to £23,039 or at least 80% of the going rate for the profession (whichever is higher) — 0 points.
- ▶ Salary of £23,040 to £25,599 or at least 90% of the going rate for the profession (whichever is higher) — 10 points.
- ▶ Salary of £25,600 or above or at least the going rate for the profession (whichever is higher) — 20 points.
- ▶ Job in a shortage occupation as designated by the Migrant Advisory Committee (MAC) — 20 points.
- ▶ Education qualification: PhD in a subject relevant to the job — 10 points.
- ▶ Education qualification: PhD in a STEM subject relevant to the job — 20 points.

Crucially, employers wanting to take on foreign workers from 1 January must apply for a sponsorship licence as soon as possible.

Employers

- ▶ EU nationals already working for the business to apply for “settled status”/ILR Under the EU Settlement Scheme before the deadline of 30 June 2021.
- ▶ Provide assistance, if possible, to those who wish to apply.
- ▶ Explore increasing the skills levels of current staff members, something that may encourage their retention and progression into roles that may be difficult to fill in future.



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Businesses are given more time to start repaying Bounce Back Loans (BBLs)



Businesses that took out government-backed Bounce Back loans to get through the coronavirus (COVID-19) pandemic will now have greater flexibility to repay their loans, the government has announced.

Under the existing scheme, businesses are not required to make any loan repayments in the first year, and no interest is charged during this period. However, many businesses face having to start making loan repayments in May, at a time when economic recovery is still expected to be weak. This has led to concerns that many businesses will be forced to close.

Government Announcement to Help Businesses

1. Pay as You Grow repayment flexibilities now include the option to delay all repayments for a further six months. This means businesses can choose to make no payments on their loans until 18 months after they originally took them.
 2. Enables borrowers to extend the length of their loans from six to ten years, which reduces monthly repayments by almost half
 3. Businesses can also make interest-only payments for six months to tailor their repayment schedule to suit their individual circumstances.
- ▶ The Pay as You Grow options will be available to more than 1.4 million businesses which took out a total of nearly £45 billion through the Bounce Back Loan Scheme (BBLs).
 - ▶ The Chancellor of the Exchequer, Rishi Sunak, said: 'Businesses are continuing to feel the impact of extended disruption from COVID-19, and we're determined to give them the backing and confidence they need to get through the pandemic.'
 - ▶ That's why we're giving Bounce Back loan borrowers breathing space to get back on their feet, through greater flexibility and time to repay their loans on their terms.'



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Brexit SME Support Fund - Grants to help SME New to Importing or Exporting



The government has launched the SME Brexit Support Fund giving up to £2,000 to help with training or professional advice on exporting for businesses with up to 500 employees.

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Zoom Webinar Masterclass Startup Investment - JPIN Venture Catalyst & Oasis Accountants

Oasis Accountants is excited to announce an exclusive Masterclass on Start-up Investments.

There are many myths around start-up investing that we would like to unfold! What are the secret sauces of investing in start-ups that become large scale businesses? Whether you are an experienced investor or a novice investor, come along and have an interaction with us on this masterclass!

OASIS ACCOUNTANTS & JPIN VENTURE CATALYST INTERACTIVE PRESENTATION IN ZOOM WEBINAR

Nayan Gala
Founder & Managing Partners, JPIN

Gurav Singh
Founder & Managing Partners, JPIN

Shankar Devarashetty
Director Oasis Accountants

Oasis Accountants Excited to announce an exclusive Masterclass on Start-up Investments on Wednesday 24th Feb from 5-6 pm

- There are many myths around start-up investing that we would like to unfold!
- What are the secret sauces of investing in start-ups that become large scale businesses?
- Whether you are an experienced investor or a novice investor, come along and have an
- Interaction with us on this masterclass!

Got Questions about startups

- ➔ How to pick the right one?
- ➔ What are the risks in investing?
- ➔ How do you make money?
- ➔ Should i invest in UK or india ones?
- ➔ Are there any tax (EIS) or other benefits by investing?

MEETING DETAILS

WEDNESDAY 24TH FEB 2021 05:00PM TO 06:00PM

FREE EVENT | OPEN FOR ALL | LIMITED SEATS

Zoom Webinar ID : 965 4592 1765

Registration Link

[HTTPS://ZOOM.US/WEBINAR/REGISTER/WN_PD2LPJdpSjCZ4ZEMAWBPZA](https://zoom.us/webinar/register/WN_PD2LPJdpSjCZ4ZEMAWBPZA)

FOR ANY QUERIES

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Speakers

Nayan Gala & Gaurav Singh, Founders & Managing Partners, JPIN Venture Catalyst
Shankar Devarashetty, Director Oasis Accountants

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- ▶ How to pick the right one?
- ▶ What are the risks in investing?
- ▶ How do you make money?
- ▶ Should I invest in UK or India ones?
- ▶ Are there any tax (EIS) or other benefits by investing?

Date: 24 February 2021, Wednesday

Time: 5:00 PM to 6:00 PM

Registration Link :

Please click the link below to register for the webinar:

https://zoom.us/webinar/register/WN_pD2LPJdpSjCZ4zeMAwbPZA



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