

Does New Zealand's Inland Revenue scrutinise ESS schemes more closely?

New Zealand's Inland Revenue is making an on-going effort to scrutinise ESS schemes more closely, concerned at a lack of transparency in the process, and the frequency of underpayment by employees.

What are the different types of ESS schemes?

Share-settled schemes, including RSU, options, etc. (the existing optionality for withholding for ESS will remain for these schemes). Phantom share schemes, where the employee is entitled to participate in an ESS scheme and shares are never offered, however, the employee's entitlement is linked to the company's share price.

What is ESS remuneration in New Zealand?

1.2 ESS are an important way of incentivising and remunerating employees in New Zealand and internationally. It is important that their treatment under New Zealand tax law does not advantage or disadvantage their use compared to other forms of remuneration.

Should ESS benefits be taxed under New Zealand tax law?

It is important that their treatment under New Zealand tax law does not advantage or disadvantage their use compared to other forms of remuneration. The thrust of the proposals in the May 2016 issues paper was to ensure that the taxation of ESS benefits is consistent with the taxation of cash remuneration.

What is an alternative to an ESS?

For these reasons, a popular alternative to issuing shares under an ESS is issuing options to acquire shares in the future through an Employee Share Option Plan (ESOP). Under an ESOP, your employee receives options at no upfront cost and with no upfront tax liability. The options will typically 'vest' over some time (usually three to four years).

Does New Zealand have a low-rate tax system?

This is consistent with New Zealand's overall tax policy settings of having a broad-based, low-rate system. In 2018, New Zealand's employee share scheme ('ESS') taxing rules were overhauled to increase certainty in the application of the ESS rules, clarify the corporate deductibility of share scheme costs, and tighten up the taxability of ESS.

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From 1 April 2017, employers will have compulsory reporting requirements in New Zealand in respect of

employee share scheme (ESS) taxable income. In addition, employers will need to decide whether to elect to voluntarily withhold PAYE on ESS taxable income. Regardless of whether an election to withhold is made, employers will need to comply with the new ...

Hans van Ess was born in 1936 in Holland. His first taste of martial arts was judo as a teenager and on leaving school Hans learnt hand-to-hand combat in the Army. ... Hans arrived in New Zealand a shodan (1st degree) in the Kawaishi system of both ju-jitsu and judo, having been graded in 1958. ... In 1972 Hans returned for a time to Europe ...

Employee share schemes (ESS) can be a powerful incentive tool for employers in a globally tight talent market. They can act as "golden handcuffs" to lock in key staff members for a fixed amount of time, a tool for cash-strapped companies and start-ups to compensate employees or just a way to help employees feel invested in the success of the business.

Central & Eastern Europe's energy storage market has huge potential but "needs a kickstart" ... BESS owner-operator BW ESS and developer ACL Energy have expanded their development pipeline in Italy to 2.9GW. ... have concluded in Italy and Belgium and battery energy storage system (BESS) projects won the lion's share of new contracts ...

Detail from a 1657 map showing the western coastline of Nova Zeelandia (on this map, north is at the bottom). The first European visitor to New Zealand, Dutch explorer Abel Tasman, named the islands Staten Land, believing they were part of the Staten Landt that Jacob Le Maire had sighted off the southern end of South America. [15] [16] Hendrik Brouwer proved that the South ...

The European Union and New Zealand are staunch advocates of a strong rules-based international system. Both partners regard this as the best security provider. Even when disputes turn violent, the EU and New Zealand consistently urge participants to cease and return to negotiations. In their own neighbourhoods, they take leading roles in peace ...

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An employee share scheme (ESS) is an arrangement between a company and its past, present or future employees (or their associates). The arrangement concerns the issuing of shares or options to acquire shares in ...

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Sungrow's Europe ESS director on deployments, pricing and technology: "pricing becoming more important" ... Li said that while price is clearly not everything, the influx of new companies into the space means it is becoming more important: "The price is getting more important for the client side, because the clients are getting more ...

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