



a Wolters Kluwer business

Fax your reply to **6224 2555**

WORKSHOP DETAILS

Compliance and Tax Issues Impacting HR Decisions

Date : 17 January 2013
Time : 9.00am – 5.30pm
Venue : Hotel to be confirmed, Singapore

FEE** (includes 7% GST)

Early Bird (by 19 December 2012)

CCH Executive Events Corporate Member	S\$399.65
CCH Subscriber	S\$442.45
Non-Subscriber	S\$485.25

Regular Fee

CCH Executive Events Corporate Member	S\$442.45
CCH Subscriber	S\$485.25
Non-Subscriber	S\$528.05

** Fee includes workshop materials, certificate of attendance, lunch and refreshments

In-house corporate training programme is also available!
For more details, please email events@cch.com.sg

REGISTRATION INFORMATION

Sales Hotline 6211 3935 / 6211 3939
 Fax Hotline 6224 2555
 Email events@cch.com.sg
 Website www.cch.com.sg
 Address 8 Chang Charn Road
 #03-00 Link (THM) Building
 Singapore 159637

Registration and Confirmation

Reservations may be made by telephone/telefax/email. A confirmation email/letter will be sent to you from CCH Asia Pte Limited to confirm your participation in the event.

Payment

Once your participation is confirmed, you will be required to make payment for the event. Payments can be made by credit card or by cheque.

By Credit Card: Please fill in your credit card details in the "Payment Options" section of the registration form to authorise the debit from your credit card.

By Cheque: All cheques should be crossed, marked A/C payee only and made payable to "CCH Asia Pte Limited" with the title of the programme(s) indicated clearly on the back of the cheques.

Substitution Policy

A substitute delegate is welcomed at any time and at no extra charge if you are unable to attend. Notice of replacement must be made in writing via email or fax to CCH Asia Pte Limited at least one (1) week before the event.

Cancellation

Full payment will be imposed if cancellation is made after **10 January 2013**. This also applies to no show on the day of event. In such cases, a complete set of the course materials will be sent to you at no additional charge.

Programme Changes

CCH reserves the right to amend or cancel the events due to unforeseen circumstances.

SPONSORSHIP OPPORTUNITIES

CCH Asia has designed an attractive range of advertising & sponsorship packages to match your marketing objectives. The packages available offer advertisers and sponsors extensive visibility and ensure direct access to your target market. They are also an excellent platform to promote your organisation to influential players and key decision-makers in the industry. Please call 6211 3935 / 6211 3939 for more details.

THE ORGANISER

CCH Executive Events is the seminar and conference arm of CCH Asia. We offer opportunities for our delegates to receive business critical information and timely insight and analysis from our expert presenters. Our events also provide a platform for discussion to allow delegates to explore the intricacies of the information presented while interacting and exchanging news and experiences with their peers. Our programmes are conducted by industry practitioners and academics who are able to provide participants a well-balanced blend of theoretical fundamentals and practical applications.

REPLY SLIP

Yes! Please register me for the workshop. (0113SHREB)

PAYMENT OPTIONS

I enclose a cheque made payable to "CCH Asia Pte Limited"

Please send me an invoice

Please debit my

Visa Master Card Expiry Date _____

Card Number _____

Cardholder's Name _____

Cardholder's Signature _____

DELEGATE'S DETAILS

Company _____

Delegate 1 (Mr/Ms) _____

Job Title _____

Email _____

Delegate 2 (Mr/Ms) _____

Job Title _____

Email _____

Address _____

_____ Postal Code _____

Tel _____ Fax _____

Contact Person _____

Email _____

Company size 1-19 20-49 50-99 100-299
 300-499 more than 500

Industry _____

Authorised Signature & Company Stamp

ENROLMENT STATUS

CCH Executive Events Corporate Member

CCH Subscriber

Non-Subscriber

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CCH Executive Events

HUMAN RESOURCE SERIES

The Professional's First Choice

Compliance and Tax Issues Impacting HR Decisions

17 January 2013
9.00am – 5.30pm

In collaboration with



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**Subject to conditions stipulated in the PIC scheme. Please refer to IRAS website for more details.*

Global economic uncertainty means that companies must continue to tighten their belts. Everywhere, controllers, managers, and finance executives are looking for new ways to manage costs. HR budgets have not been spared.

As a HR leader, your challenge today will be to identify the reductions and investments that will yield the largest saving and future returns. Such decisions are not easy. Between good and poor decisions lies a wide array of financial, compliance and tax issues that could lead to greater savings or costly penalties.

CCH Executive Events presents a practical one-day workshop that distills a wide range of decisions that you as a HR practitioner are likely to make. A detailed discussion of the risks, risk mitigation and incentives associated with these decisions will be explained to help you get a better picture of your options. Practical, straightforward and up-to-date, you will walk away with ideas and planning tips you can apply to your business straightaway.



Programme Outline

Planning for Outbound Employees

- Dual employment arrangement
- Tax residence of employees and directors
- Residence tie-breakers
- Tax exemption under tax treaties
- Foreign tax credit relief
- CPF contributions
- Tax equalisation policy
- Permanent establishment issues
- Withholding tax on recharge of salary expenses
- Compliance checklist for outbound employees

Taxation of Inbound Expatriate Employees

- Tax exemptions
- NOR scheme
- Area representative scheme
- Offshore income and benefits
- Offshore pension schemes
- Tax exemption under tax treaties
- Tax planning for individuals

Grants and Incentives

- Recruitment of foreign talent
- Productivity and Innovation Credit Scheme

- Hiring of physically impaired workers
- Skill upgrading programmes

Tax Effect of Staff Retention Strategies

- Fringe benefits
- Expatriate relocation benefits
- Equity based remuneration schemes
- Phantom stock option plan
- Deferred bonuses
- Health and insurance schemes
- Medisave top-ups
- CPF minimum sum topping up scheme
- Supplementary Retirement Scheme
- Training

Compliance Issues

- Common errors
- Implementing an internal compliance programme
- Risk management procedures
- IR8A compliance health check
- Record keeping

Benefits of Attending

- **Updates:** Get up to speed on the latest developments on grants and incentives that may yield cost-savings and bring about better future returns
- **Understand:** Key cross border issues that will impact the HR budget
- **Business Impact:** Get planning ideas that will make a difference to your bottom-line
- **Risk Management:** Understand the common compliance pitfalls and learn how to implement a compliance risk management framework

Target Audience

- HR Directors / Managers
- Regional HR Directors / Managers

Reference Resource

Get at your fingertips a complete virtual library of Asia Pacific employment laws, expert interpretation and practice tools at all times. **Asia Pacific Employment Law** is a single-source solution that will help regional HR practitioners do away with time-consuming tasks and stay up to speed with the latest laws and practices. Subscribers will gain on-the-ground knowledge of the local ways of 14 Asia Pacific countries, namely **Australia, China, Hong Kong, Indonesia, India, Japan, Korea, Vietnam, Malaysia, New Zealand, Philippines, Singapore, Taiwan** and **Thailand**.

Experience these Benefits

- Get quicker answers across **14 Asia Pacific countries in one single location**
- **Expert commentary by local practitioners** based on real experience and written in a non-legalistic manner
- **Addresses the challenge** of limited readable English information in countries such as China and Vietnam
- Customisable and executable **templates and sample policies**
- **Tax and HR Guide on Employee Mobility** covering Singapore, Malaysia, India, China and Hong Kong

For more information, please contact your Account Manager or email mktg@cch.com.sg



Each participant will receive a complimentary copy of "Tax Essentials for HR Professionals, Singapore" worth S\$117.70 published by CCH.

Speaker

SIVAKUMAR SARAVAN

Director, Tax and Corporate Advisory
Crowe Horwath First Trust Tax Pte Ltd

Siva has 16 years of experience in tax compliance and tax consultancy work for individuals as well as local corporations, multinationals and financial institutions.

Siva has extensive experience in advising clients on international corporate and personal tax implications of cross-border transactions involving the various countries in the region. He has also advised on appropriate holding company structures for several multinational companies based in Singapore for their outbound investments into Europe and the Asia Pacific region.

Siva is the chairman of Crowe Horwath's Asia Pacific Tax Committee and he has conducted several seminars on international tax to Crowe Horwath tax specialists in the Asia Pacific region as well as to members of the public. He is the author of CCH's Singapore Withholding Tax and Treaties Online, consultant editor of CCH's Singapore Master Tax Guide manual as well as one of the authors of the Worldwide Business Tax Guide and the International Tax Planning Guide for Expatriates and Migrants published by CCH.

Siva is an accredited tax advisor of the Singapore Institute of Accredited Tax Professionals. He is also a member of The Institute of Certified Public Accountants of Singapore and the Singapore Institute of Arbitrators.