

E-seminar:

Programme Code: ESEMTF202201

Hong Kong Salaries Tax

- Update on termination payments and benefits-in-kind

About the topic

In recent years, the Inland Revenue Department is increasingly focusing on the tax treatment of termination payments, as well as various types of fringe benefits such as share-based remuneration and benefits-in-kind.

To determine the taxability of termination payments, the key questions remain, “What is the true purpose of the payment?” and “What is the substance of the bargain?”, which cannot be addressed easily even they are paid pursuant to a termination agreement. When it comes to share-based benefits, there are always disputes on the timing of taxation and share valuation. In some cases, the issues in dispute could be complicated and highly fact-specific. While these issues remain contentious in Hong Kong, recent court cases may shed some light on how they should be dealt with.

In this seminar, the speakers will discuss some recent court cases, including *Heath Brian Zarin v Commissioner of Inland Revenue (CIR)*, *Mark Andrew Wilson v CIR*, *Richard Paul Mark Aidan Forlee v CIR*, etc., and share their insights on the implications of these cases. They will also share some real life examples to demonstrate how employers and taxpayers should deal with the various salaries tax issues.

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About the event

Available period 24 Jan 2022 – 23 Jan 2023

Format E-seminar

Fee

- Taxation Faculty member: HK\$100
- HKICPA member or student; and IA: HK\$120
- Non-member: HK\$220

Not a faculty member? Click [here](#) to join.

Language English

HKICPA CPD credit 1 hour (subject to actual attendance)

Rating Advanced level*

Competency Taxation*

Application deadline Online registration by 23 Jan 2023
(offline registration by 18 Jan 2023)

Speakers

Adam Chiu

Partner, Global Mobility Services,
PwC

Gabriel Shin

Senior Manager, Global Mobility
Services, PwC

Chair

Gwenda Ho

Member, Taxation Faculty
Executive Committee, and
Partner, Tax Services, PwC

* Please refer [here](#) for descriptions of the various ratings.



About the speakers

Adam Chiu

Partner, Global Mobility Services, Hong Kong, PwC

Adam is a partner in the Global Mobility Services practice of PwC in Hong Kong. He has over 10 years of experience specialising in Hong Kong / China cross-border individual tax consulting and compliance; drafting company policy and employment terms covering housing benefits, remuneration package structuring, incentive schemes design, tax equalisation, termination package and expatriate management; conducting health check reviews on tax compliance, and advising on cross-border social security and immigration requirements. He also has experience working in brand management and asset management companies in compensation and benefits, and global mobility functions.

His clients come from a broad range of industries, including financial institutions, transportation and logistics, nutrition and pharmaceutical, and luxury brands, fashion and consumer products. He works closely with his clients to help them address employment tax issues and manage their overall tax exposure.

He holds a bachelor degree in Human Resources Management. He is a fellow member of the Hong Kong Institute of Certified Public Accountants (HKICPA), The Taxation Institute of Hong Kong (TIHK) and Hong Kong Institute of Human Resource Management (HKIHRM).

Gabriel Shin

Senior Manager, Global Mobility Services, Hong Kong, PwC

Gabriel has many years of experience in the tax profession and specialises in the US and Hong Kong individual income tax consulting and compliance affairs. Her expertise includes assisting clients in employment tax issues, company policy and employment terms covering tax efficient package, tax equalisation arrangement, housing benefits, termination package and talent mobility policy.

Her major clients include global financial corporations and multinational organizations. Gabriel assists clients in managing the tax risks for inbound and outbound employees, with a holistic approach by taking into account the local tax incentives and comprehensive double taxation agreements. Gabriel also assists clients in managing the tax administrative activities associated with large expatriate programmes and coordinates with the PwC's network to provide superior services, while ensuring the organization manages risk, compliance and cost in an effective way.

Gabriel is a certified public accountant and a member of the American Institute of Certified Public Accountants.