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06/07 Holiday Hours:

Normal hours
Mon-Fri 9AM- 5:30PM

December 22, 2006
Open 9AM – 12PM

Dec. 23/06-Jan. 1/07

Office Closed

January 2, 2007

Normal office hours resume

In case of an emergency during the holidays, please call 020 8399 6070.

Happy Holidays from ITA



With all the activities completed and underway it's no wonder we forget that we're already shopping for holiday items and making our Christmas party arrangements and ITA is without exception. During this past quarter we've been busy successfully launching the new CIS-solution and hosted an event promoting this new product plus we've begun holding Training Courses throughout the South of England.

Though it may be busy now, the weeks approaching Christmas tend to be slower than normal so why not utilize those days and get yourself on a training course or use the time to evaluate your current technology and see if it's helping or hurting your overall efficiency.

However you decide to use that time, please know that ITA is always a phone call or an e-mail away. Our next newsletter will arrive in January 2007 so from all of us at ITA, we hope that you have a wonderful time during the winter holidays.

CIS Seminar - Staying Ahead of the Taxman



October 12, 2006 - HMRC Business Advisor, Brian Hall, introduces the new Construction Industry Scheme (CIS) as an "easier, less cumbersome process" by outlining some major changes at the Burhill Golf Club. The new CIS takes effect April 1, 2007.

Addressing a crowd of 25 delegates on the new Construction Industry Scheme (CIS), representatives from the HMRC outlined the effects and responsibilities of the new tax changes for Contractors and Subcontractors. Incorporating the new CIS changes which include monthly returns, elimination of Vouchers, Cards and Certificates, and how to determine the Employment Status of new Subcontractors, Pegasus Software Ltd. demonstrated how their CIS-solution helps businesses stay compliant now and after April 2007.

With the success of the CIS Seminar, ITA is holding another session in the coming weeks. If you are interested in attending or learning more about Pegasus CIS, please call 020 8399 6070 for more details.

****A special offer is underway where Pegasus and ITA have reduced their costs – hurry and call now to find how much you could be saving before Friday November 24, 2006!**

ITA Training Promotion:

- **Excel-lerate Your Reports: Microsoft Excel Course**
Learn about pivot tables, formatting worksheets, IF statements, macros and more.

Promotional Offer:
£250.00 half-day session for 1-4 delegates

ITA Events:

- **CIS Seminar**
Date: TBD
(DEC 06 or JAN 07)
Discuss the new CIS legislation and options for becoming HMRC-compliant.
- **Sage MMS Seminar**
Date: NOV 2006
Learn about this powerful accounts and trading solution with unrivalled usability and customisation capability.

Please visit our website daily for Event updates at www.it-arc.co.uk.

Contact Us

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ITA Training

Learning is a valuable asset and the more you know, the further ahead you'll be from your competitors. So why not take advantage of ITA's 15-years of industry experience and professionalism by treating yourself, your team or the whole company to a training course. Check out our latest promotion [Excel-lerate Your Reports - Microsoft Excel Course](#) in the ITA Training Promotion section. For more information on available Training Courses or how to tailor a session to your specific needs, please visit our website at www.it-arc.co.uk.

Anti-ageism laws could trigger reduced pension benefits

by Emma Ann Hughes

(19/10/2006) Employers could be forced to reduce pension benefits or set up a costly trust because of the shake-up of age discrimination rules, consultancy Mercer warned. Mercer Human Resource Consulting warned that if the regulations were implemented in their current form, at least a third of pension schemes could be affected." Dr Deborah Cooper...said the draft regulations would severely restrict employers' ability to have more than one section in their pension scheme. Cooper said: "This is because it is deemed indirectly discriminatory for members of the same scheme to receive different levels of benefits, since new employees are generally likely to be younger than existing scheme members. "In many cases, this will mean all employees are moved into a defined contribution scheme, which is likely to result in benefits being reduced."

To read the entire article, please click [here](#). This article first appeared in Personnel Today magazine.

As an employer, please ensure that you have covered all aspects of employment to ensure compliance with the Employment Equality (Age) Regulations effective October 1, 2006. From recruitment, retirement, reward, redundancy to training, promotion, leave arrangements and even the wording on job descriptions - please review your current policies soon! If you are interested in consolidating all your HR needs for finer flexibility, we have Employment Solutions to suit businesses from 2-200+ employees.

Contest - Win two (2) free Theatre Vouchers



Congratulations to Paul Winslade of Mildmay Mission Hospital for winning the Q3 Contest!

1. The new Construction Industry Scheme becomes effective on what date?
2. From the ITA website, name all of the ITA Training courses.
3. What date did the Employment Equality (Age) Regulations take effect?

Please submit your answers to **Jennifer** on or before **Wednesday November 15, 2006**. The winner will be selected randomly and contacted by e-mail.