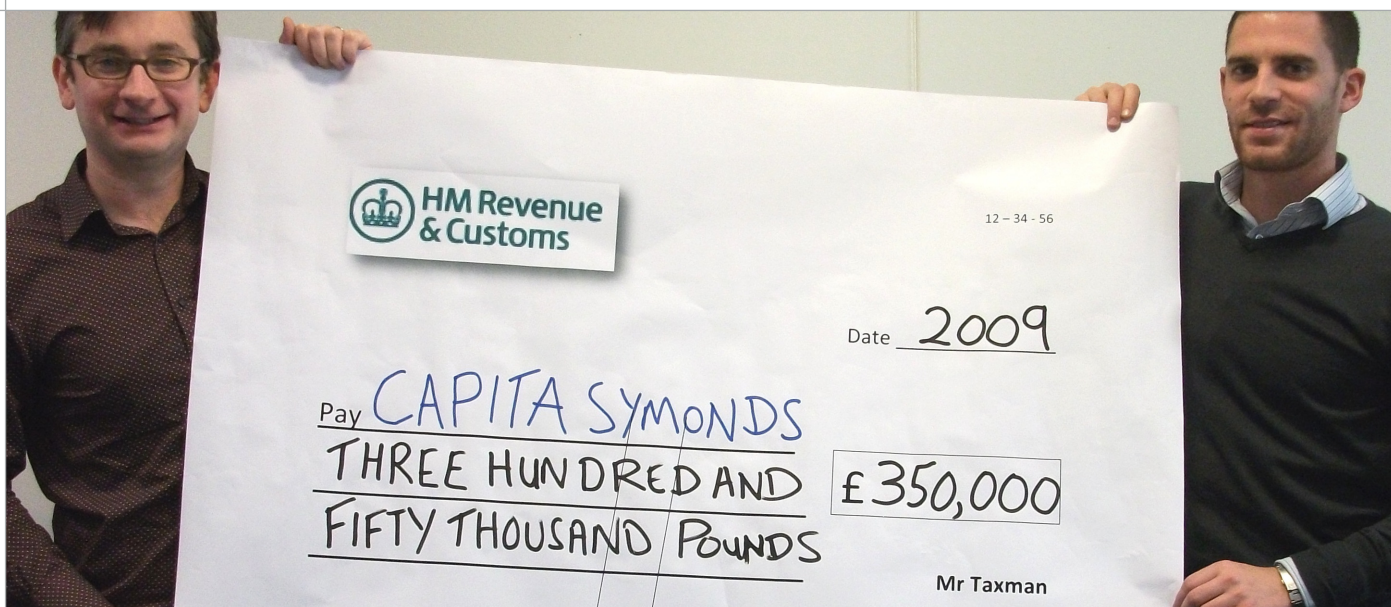


winner: successful performance tax credits for research & development



Capita Symonds' Business Transformation & Innovation (BT&I) team brings benefit to the business through claiming Tax Credits for Research & Development.

Tax is rarely exciting, but, as those who have ever struggled to complete their Tax Return may discover, this case study from the BT&I team shows how tax can be an opportunity... not a burden.

In 2004, the Government introduced legislation allowing Tax Credits to innovative businesses for Research and Development (R&D) in scientific or technological advance.

Richard McWilliams, BT&I's Director of Research and Innovation, identified that this may be a 'Money for Nothing' opportunity for Capita Symonds to be rewarded for its previous R&D work.

Richard investigated further, waded through volumes of Inland Revenue literature, and collaborated with colleagues in Corporate Tax and Finance to confirm the criteria for justification and claiming credits.

Unsurprisingly, and contrary to Inland Revenue's claim 'Tax doesn't have to be taxing', Richard and Matt James, analysed criteria, interpreted guidance and translated into simple English how Capita Symonds' business leaders could qualify for tax credits.

With this new knowledge Richard and Matt identified how business leaders needed to evidence the new thinking and innovation within the delivery of their projects over the last few years and then make retrospective claims.

Ultimately, unravelling the Tax complexity, Matt and Richard supported business units to reap significant fiscal benefit to their P&L for work they had already done.

"Richard and Matt's friendly and innovative advice has added significantly to my part of the business by demystifying the HMRC rules and helping with the process for claiming Tax Credits. They asked the right questions to ensure our leading edge work on 'Healing by Design' would qualify for a credit. The result is a claim for £95k of pure profit for my line of business.

Thanks to them both for a great performance in a short timescale and for helping to reap the rewards for both my team and the rest of Capita Symonds' business"

Ron Morgan, Capita Architecture

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Business units to benefit so far include:

- Architecture – for Titan Prisons, 'Healing by Design', School Sustainability Manual, Lotoz
- Structures – Rapid Deployment Car Park Solution and Wimbledon Centre Court Roof
- Technology – DSRC Bid, Compliance Strategy
- Environment – An Ecosystems Approach, high Specification Aggregates
- MMB – for DTSG Network Detector Development
- Blackburn - for Pennine Reach, 'Realise' and 'Universal Surveyor'

...and more are being considered for 2010.

£350k additional profit (yes, profit – not just revenue!)...and more to come!

To date, 21 Capita Symonds projects have claimed back from HMRC a total of £350,000 in pure profit for the business in 2009.

Richard and Matt have now developed a proposition to support our clients through the same process for a small fee and have recently gained their first commissions, adding value to our business and building even better relationships with our clients, which can be leveraged to deliver ongoing support on innovation and culture change within their business.

"I expect my team to come up with new ideas to support our clients own innovation initiatives as part of the transformation that we support them with. However, Richard and Matt have also worked hard internally to support a culture of recognition that innovation 'can, and does, pay' and should be encouraged and recognised. This will also enhance the external view that Capita Symonds delivers excellent innovative performance in their projects."

Neil McLocklin, Director of BT&I, Capita Symonds

keys to success

- Dedication to gaining recognition and reward for the whole business for innovation
- Collaborative spirit to follow an opportunity through to benefit both their own business unit and the rest of Capita Symonds
- Commercial awareness to spot the opportunity within current tax legislation
- Tenacity to work with colleagues across the business to gain evidence to bring home 'windfall profit' to the business
- Continued commitment to deliver year on year benefits to Capita Symonds.

NOMINATED BY:

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