



# Calling in the experts

Epos Now

SPECIALISTS IN TECHNOLOGY, LAW, FINANCE, SUPPLY AND DESIGN PROVIDE GUIDANCE FOR BAR OWNERS GOING INTO 2020

**P**olitical and economic uncertainty is likely to continue into 2020, making it more important than ever that operators carefully consider the different areas of business planning. From choosing the right products to keeping operations and finances in check, staying ahead of the game will offer

bounteous benefits.

The recruitment crisis in which bar operators find themselves isn't going away and Gannons Solicitors don't see next year making life any easier, with looming changes to tax and national insurance liabilities. "Bar managers are understandably keen to nurture and retain their existing workforce, maintaining an open, flexible and attractive environment, and we would advise operators to do all they can to safeguard that," says John Deane, a partner at Gannons Solicitors. The two main areas of change ahead involve, firstly, IR35 reforms, which are being extended to large and medium-sized private sector operators from April 2020, and secondly, more bar staff qualifying for employment rights such as holiday pay.

There are a number of steps to take, advises John. "IR35 will soon catch consultants using a personal services company to provide finance, HR and marketing to the hospitality sector. Operators who will be affected should now be looking at their current workforce to determine if the off-payroll rules apply for any contracts that will extend beyond

April, as well as any future engagements.

We are seeing many employers prepare for IR35 by putting consultants on the payroll before the new law arrives." John continues: "When it comes to determining employment rights, such as minimum wages, paid holiday entitlement and protection against less favourable treatment, specialist advisors are a must. HMRC provides guidance on staff categorisation but it is easy to get lost in the detail or for operators to find the guidance does not quite fit their circumstances. It's key to work with specialists who are up to-date."

A wide range of technology is available to bars today. Understanding the industry trends and different products on offer can really make the difference for businesses. Jacyn Heavens is the founder and CEO of Epos Now. In 2011, Jacyn was a bar owner. Frustrated by the lack of quality EPOS solutions accessible to small business owners like him, he created his own and founded Epos Now. "It is essential for any bar owner – whether they're just starting out or refurbishing current premises – to approach their business today as they



John Deane