

I Want to Bring a Family Member into the Business... Now What?

What You May Need to Do

- Decide the role and responsibilities. Will they be an employee, partner, director, or shareholder? Each has different rights, responsibilities, and tax implications.
- Set clear expectations. Write down what's expected in terms of duties, hours, pay, and reporting lines. This helps avoid misunderstandings.
- Consider legal and tax implications. Employing a family member means following employment law and payroll rules. Sharing ownership might affect control and tax planning.
- Prepare formal agreements. Employment contracts, partnership deeds, or shareholders' agreements are vital. They protect everyone and clarify what happens if things change.
- Think about fairness. Treat family members the same as other employees or partners to keep morale and compliance on track.
- Plan for the future. Discuss what happens if someone wants to leave, retire, or there's a disagreement.

How I Can Help

I can:

- Advise on the best way to bring family into your business
- Help draft contracts and agreements
- Support payroll and tax compliance
- Assist with partnership or shareholder setup
- Guide you on fair pay and record keeping

Easy Mistakes to Avoid

- ✗ Being informal and assuming family means no paperwork
- ✗ Mixing family and business finances without clear rules
- ✗ Overlooking tax and employment law requirements
- ✗ Not preparing for potential conflicts or exits
- ✗ Favouring family unfairly compared to other employees

Need a hand?

Family and business can mix - but only when it's done right. I'm here to help you keep things professional, fair, and smooth.