



Unit title	Applying Own Employer's Approaches to and Methodologies for Tax Work
SQA code	H67R 04
SCQF level	9
SCQF credit points	13
SSC ref	Unit 23

History of changes

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Title		Applying Own Employer's Approaches to and Methodologies for Tax Work	
Learning Outcomes		Assessment Criteria	
The candidate will:		The candidate can:	
1	Understand own employer's approaches to and methodologies for tax work.	1.1	Explain own employer's approaches to and methodologies for tax work.
		1.2	Explain the importance of consistency in approaches and methodologies when carrying out tax work.
		1.3	Explain own employer's risk management approaches.
		1.4	Explain the importance of risk management when carrying out tax work.
		1.5	Explain how tax work fits into a client's wider commercial position.
2	Be able to employ relevant information, as determined by own employer, to inform tax work for clients.	2.1	Explain the circumstances and ways in which to access key tax information sources within the employment situation.
		2.2	Use own employer's systems and sources to access information to inform tax work for clients.
3	Be able to create tax computations and tax returns for clients in line with own employer's tax approach and methodology.	3.1	Create tax computations and tax returns in line with own employer's tax approach and methodology.
		3.2	Apply UK tax legislation and other sources of research to clarify technical positions for a tax computation and tax return.
		3.3	Assess whether losses or deductions can be applied, in line with own employer's tax approach and methodology.
		3.4	Explain when it is appropriate to liaise and co-ordinate with HMRC specialists and other agencies in relation to tax computations and returns.

Learning Outcomes	Assessment Criteria
The candidate will:	The candidate can:
<p>4 Be able to contribute to preparing tax advice for clients in line with own employer's tax approach and methodology.</p>	<p>4.1 Support team members, as necessary, when working on projects to provide tax advice in line with own employer's tax approach and methodology.</p> <p>4.2 Apply UK tax legislation and other sources of research to clarify technical positions for a tax advice project.</p> <p>4.3 Prepare preliminary conclusions and recommendations for discussion with team members in line with own employer's tax approach and methodology.</p> <p>4.4 Collaborate with team members in the preparation of reports or letters of advice in line with own employer's tax approach and methodology.</p>

Additional information about the Unit
Unit purpose and aim(s)
By completing this Unit, the candidate will understand own employer's approaches and methodologies in respect of tax work and be able to apply them in an appropriate manner to own areas of work.
Details of the relationship between the Unit and relevant national occupational standards (if appropriate)
N/A
Details of the relationship between the Unit and other standards or curricula (if appropriate)
N/A
Assessment requirements specified by a sector or regulatory body (if appropriate)
N/A

Assessment (evidence) Requirements

Evidence must be authentic, current, sufficient for purpose and valid — and should come from real work produced in the workplace. Where the assessment is regarding a candidate's knowledge and understanding it should be related to the candidate's workplace or working situation. Real work is defined as the provision of a product or service which, if not carried out by the candidate, would require someone else to do it.

It will be the assessor's responsibility to agree the best method of assessing a candidate in relation to their individual circumstances. The agreed methods must be:

- ◆ valid
- ◆ reliable
- ◆ safe and manageable
- ◆ suitable to the needs of the candidate

Simulation is not acceptable as a form of evidence for this Unit.

Guidance on Instruments of Assessment

This Unit is designed to assess the skills and knowledge of candidates in the workplace.

Acceptable Types of Evidence

A range of different types of evidence is desirable to demonstrate achievement of this Unit. Assessors may consider a number of methods of gathering evidence. These could include:

- ◆ **Observation:** this should form a substantial part of the evidence.
- ◆ **Product evidence:** as would be contained within a portfolio or signposted to its location within in the workplace.
- ◆ **Professional Discussion:** an in-depth discussion recorded electronically or in writing. Assessors must be able to authenticate what candidates have discussed. This may be through confirmation from a third party or sight of the documentation discussed.
- ◆ **Witness Testimony:** in writing or verbally to the assessor. This could include existing in-house records such as internal audit records, call monitoring, observation and file review checklists. The name of the witness and their relationship to the candidate should be clearly documented.
- ◆ **Questioning:** using open questions to elicit detailed and articulate replies. Assessor records should include sufficient detail to justify assessment decisions.
- ◆ **Recognition of Prior Learning:** this should be acknowledged where appropriate. In all instances where recognition of prior learning is used as a form of evidence, assessors must ensure the candidate's knowledge or competence remains current and that all Assessment Criteria have been met through valid assessment tools.

Guidance on Instruments of Assessment (cont)

Assessors should discuss decisions to be made with candidates at an early stage as to the suitability of particular forms of evidence (eg candidate statements, photographic evidence, video recordings).

Holistic assessment is encouraged and one piece of evidence can be used to meet the requirements of more than one Learning Outcome, Assessment Criterion, or Unit.

SQA's Guide to Assessment is designed to provide support for everyone who assesses for SQA qualifications. It looks at the principles of assessment, and brings together information on assessment in general as well as on best practice in assessment. The Guide to Assessment can be downloaded free from SQA's website:

http://www.sqa.org.uk/files_ccc/GuideToAssessment.pdf