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Formal consultation response from the Chartered Institute of Payroll Professionals in respect of:

Good Work: The Taylor Review of Modern Working Practices – Agency Workers.

Organisation response to be submitted to:

mailto:awconsultation@beis.gov.uk

Date of submission:

03 May 2018

Author:

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Dear Sirs

By Email

Introduction

The Chartered Institute of Payroll Professionals (CIPP) is grateful to have the opportunity to comment on the consultation for the 'Good Work: The Taylor Review of Modern Working Practices' – Agency Workers recommendations. We are pleased to be able to feed into the policy and operational changes that arise from this consultation, and hope that this written response will form the basis of an ongoing relationship with the Business Energy & Industrial Strategy. The CIPP gives permission for you to include us in the list of organisations involved in the consultation exercise. Company information about the CIPP and its role in representing employers can be found at the end of this response.

Purpose of response

The CIPP were keen to know what our members and the wider payroll profession's thoughts and concerns are about the agency workers consultation. We used the questions from the consultation and we duplicated these into an electronic survey. We included some general demographic questions to gauge the percentage of public/private sector employers. The survey ran from the 6 to the 27 April 2018. Not all responders answered every question on the survey, some were skipped.

Summary of key findings

From the survey we received 84% responses from the private and voluntary sector and 16% from the public sector. All responders came from large sized organisations of 250 + employees on their payroll.

Key findings include;

- 100% agreed that having a 'key facts sheet' would support work seekers in making decisions about work.
- The overall response was that the 'key facts sheet' should form part of the joining process, for example when signing the contract. Feedback from the survey is that the information on the sheet should be a clear explanation/instruction on what deductions will be made, to whom and show amounts to be deducted.
- It is inconclusive as to whether an hour would be sufficient time to develop a fact sheet, 50% said yes and the other 50% were unsure.
- 100% confirmed that they had used an umbrella / intermediary company, but it was a 50/50 response for a good and bad experience.
- The problems for an agency worker using an umbrella or intermediary company were due to the lack of clarity on employment issues, lack of transparency and ownership when problems arise.

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Company Information

The Chartered Institute of Payroll Professionals (CIPP) was established as an official industry body in 1985 when the Institute of British Payroll Managers (IBPM) was formed. In 1998, the IBPM merged with the Association of Pensions and Superannuation Administrators (APSA) to form the Institute of Payroll and Pensions Management (CIPPM), which became the Institute of Payroll Professionals in September 2006 and was granted Chartered Status in November 2010. The CIPP is the Chartered Institute for payroll professionals in the UK and currently has in excess of 10,000 members enjoying a range of benefits. In addition, the CIPP is the UK's leading provider of education for payroll, and has established the friends of automatic enrolment which is responsible for bringing together and educating all of those responsible for implementing automatic enrolment for pensions.

The mission statement of the CIPP is:

Leading payroll and pension professionals through education, membership and recognition

Representation

The views of the Chartered Institute are sought and valued by Government departments and other organisations, as witnessed by its representation on bodies ranging from HMRC, and other external Employer Consultation Groups. The Institute, through its Policy team headed up by Helen Hargreaves, has been responding to consultation documents and attending consultation meetings for more than 17 years.

As a result of this sustained effort, we have created sound working relationships with the DWP, HMRC, BEIS and other Government departments.

The Chartered Institute operates an Advisory Service staffed by professionals able to provide accurate and authoritative advice on a wide range of topics. It also runs national forums which allow members direct contact with representatives from HMRC and other relevant bodies and also provides a forum for members to input and feedback on the CIPP's policies.

Education

The Institute validates and controls a wide range of professional qualifications in both the payroll and public-sector pensions sectors, from Foundation Degree level to Masters level. IPP Education, a wholly owned subsidiary of the CIPP, delivers the qualifications and provides tutors at officially recognised standards. IPP Education also runs a comprehensive range of short training courses throughout the UK.

Events

The CIPP also runs a series of conferences throughout the year, culminating in the Annual Payroll Conference and Exhibition.

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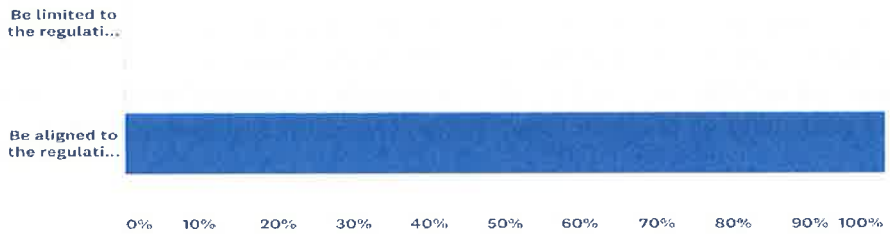
Q12 Should the extension of the remit of the Employment Agency Standards inspectorate to cover the regulation of certain activies of brella companies and intermedaries in the supply of work seekers to a hirer:

Answered: 2 Skipped: 4



- Overwhelming response to the above question, members stating that there needs to be someone in control of legislation and for a point of contact as this would be fairer for all.
- The response around PBA contracts was inconclusive as none of the responders had had any direct experience of using them, so none of the questions were answered around this area.
- It was agreed that some or most of the legislation around enforcement of the Agency Worker Regulations 2010 should come under the remit of the Employment Agency standards inspectorate.

Yours faithfully

Jill Smith
Policy Manger

Should you require clarification of any of the points that have been made in this response, please do not hesitate to contact me or another member of the Policy team.

Contact details:

Associate Director of Policy & Research

Senior Policy & Research Officer

Senior Policy Liaison Officer

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