

| Minutes  |   |
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| Statutory Payment Consultation Group   |   |
| Date   | Thursday 27 June 2019   |
| Venue  | 100 Parliament Street, London   |
| Time   | 11:30am   |
| Attendees  |   |
| HMRC<br>DWP<br>BCS<br>IReen<br>The Payroll Centre<br>Global Payroll Association<br>FSB<br>CIOT |   |
| Apologies  |   |
| ICAEW<br>CIPP  |   |
| 1  | <p><b>Welcome/Apologies/Minutes</b></p> <p>GK opened the meeting and thanked everyone for attending and suggested introductions from all given there were new members to the group.</p> <p>Minutes from the previous meeting held on 3 December 2018 were accepted as being a true record of events. No issues re action points</p>   |
| 2  | <p><b>Statutory Parental Bereavement Pay</b></p> <p>GK offered apologies on behalf of BEIS as they were unable to attend due to more pressing priorities but advised LS would provide an update.</p> <p>LS advised things were progressing well for a 6 April 2020 implementation date, barring any unforeseen problems.</p> <p>She went on to advise HMRC and BEIS are continuing to work together to ensure all aspects are being covered/considered and implementation goes smoothly.</p> <p>Questions were raised about timeline for software developer guidance and RH advised a meeting was taking place next week where specs would be clarified and once that had taken place we would be able to provide more detail. RH/LS explained they were working together to prepare guidance aimed at software developers and would take all steps to ensure all required information was included. RH explained that the main requirement with regards software update will be two new fields for RTI on EPS/FPS.</p> |

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|          | <p>SP/IH/MB asked about detailed guidance and LS said that she would not expect it to be published until regulations had been laid. There was concern about this and a number of members asked if the draft regulations could be shared in advance of laying and together with draft guidance as this would assist software developers to understand requirements and feedback any concerns about omissions in guidance or lack of clarity. LS said she would consult BEIS as it was their call as to how this was handled.</p> <p>LS explained that she had sight of some of the draft regulations, in particular relating to definition of parents. Members asked for more detail and LS gave a brief overview of the expected definition. Members asked if this draft could be shared. A/P above</p> <p>IH asked if the start date for claims was 12 April as previously advised by BEIS, LS said she had already held discussions with BEIS regarding this and they had confirmed SPBP entitlement would arise for any parent who loses a child on or after 6 April 2020. LS said she would confirm this again with BEIS</p> <p>Questions were raised about rate change being first Sunday and LS said that was still the case but it would not affect the implementation date</p> <p>Members advised that they felt implementation would be smoother if guidance was available as early as possible –ideally December.</p> <p>IH also asked about NI and that SPBP will not apply if the worker is working under a contract that is not written under the Employment Rights Act 1996 (ERA), in particular he asked if guidance could clarify when SPBP would apply in more detail.</p> |
| <b>3</b> | <p><b>EU Exit</b></p> <p>JE advised it is the intention to maintain the status quo as far as possible with regards to SMP but she cannot confirm the position for all other SPs.</p>  |
| <b>4</b> | <p><b>WHU</b></p> <p>A consultation on new measures to help employers better support disabled people and those with long-term health conditions in work will be published next month.</p> <p>These include reforming Statutory Sick Pay so it is better enforced, more flexible to encourage a phased return to work, and covers the lowest paid.</p> <p>The Government will also consult on offering small and medium employers a conditional rebate to support those who manage staff on sickness absence and help them get back to work.</p>   |

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|   | <p>RL encouraged the various attendees to take part in the consultation once it launches, in the next month. She will contact the members once it goes live.</p> <p>A number of members of the SPCG offered to get groups of employers together for WHU to consult with during the consultation period.</p>  |
| 6 | <p>AOB</p> <p>SSP 1 Update – RL advised that the SSP1 form has been amended to update it and incorporate comments from HMRC’s statutory payments team. The draft versions were shared with lawyers and other stakeholders throughout the process. The SSP1 form applies to GB, Northern Ireland have their own version. With this in mind we have been liaising Northern Ireland so that they have enough lead in time should they wish to make similar changes. It is now with the design team and RL will work with this team to ensure that the form made available online will be just as usable once printed.</p> <p>Enhanced Paternity Pay – any progress – LS said nothing to report from HMRC but if any information was received she would share when able.</p> <p>GK asked about SPCG and if members were happy with set up. Members generally felt it was useful, although the consultation aspect had been diluted and it was more often about updates. F2F was still the preferred method and location was not an issue but members were happy to travel to different locations. MP suggested conference calls ‘on camera’ which she had experience of and found went really well. MB said his experience differed.</p> <p>LS suggested rather than meet up at specific intervals, she could contact members by e-mail in advance of arranging a meeting and only arrange if there was sufficient to discuss or consult on or if there was something pressing. Members were happy with this approach.</p> <p>LS advised Salary Sacrifice information had been signed off by both HMRC and BEIS lawyers and would be shared in near future, she explained that as the subject was not related to statutory payments any issue would have to be chased using normal channels on GOV.UK.</p> |
| 7 | <p><b>Close</b></p> <p>GK thanked everyone for their contribution and attendance and closed the meeting.</p>   |