

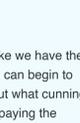
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Welcome to August's PayrockPayroll update. Coming up in this month's edition...

- Structured Flexible Apprenticeships
- COVID-19 update
- Right to work checks
- National Minimum Wage
- A look ahead

PayrockPayroll update



With Parliament in summer recess, it feels now like we have the calm before the storm, when payroll departments can begin to catch up with themselves a little before we find out what cunning plans the Chancellor has conjured up to begin repaying the country's huge COVID debt.

MBKB is proud to launch Structured Flexible Apprenticeships

If you're reading this newsletter then the chances are that you've had some involvement in apprenticeships at some point or another, either because you've been an apprentice, or you have managed an apprentice. And we know there are some key questions that come up every year such as: "Why must I do every single module, when I already know some of the elements and have been doing them for years?"

COVID-19 update

Gender pay gap reporting deadline looms

Each year employers with more than 250 employees are required to publish their gender pay gap reports, giving information about the differences in pay and bonuses between men and women in their workforce.

Right to work checks

Talking about the movement of workers between the UK and the EU, the process for completing right to work checks on EU, EEA, and Swiss citizens has now changed.

National Minimum Wage

High profile companies named and shamed

Although there are many penalties for not complying with the regulations affecting payroll, it is perhaps being included on the National Minimum Wage (NMW) naming and shaming list, and the accompanying reputational damage, that employers fear more than any financial penalty for non-compliance in any other area.

A look ahead

Ethnicity and disability pay gap reporting

Earlier I mentioned gender pay gap reporting, but more and more attention is now focussed on the prospect of ethnicity and disability pay gap reporting.

New National Insurance categories

We all know that the government offers incentives to encourage us to do what it wants us to do, and in payroll we see these regularly, whether it's encouraging the population to cycle to work or pay into a pension scheme by offering tax relief.

Employing veterans

The first is Veterans National Insurance category V, which is available to employers of qualifying veterans for 12 months following the start date of their first civilian employment after leaving the regular armed forces.

Freeports

The second incentive is for employers based in Freeports, but first we need to understand what a Freeport is. Freeports are a special kind of port where normal tax and customs rules do not apply.

August Payroll Update

Join me on Friday August 27 at 10am for a live webinar in which I explore in more detail the changes we can expect in the payroll world now and over the next few months.

PayrockPayroll social networking groups

We all know that the payroll profession is a complex world of constantly changing rules, and interpreting those rules so that you can fulfil your obligations can sometimes make you feel like the weight of that world rests on your shoulders.

Payroll support helpdesk available to PayrockPayroll members. As a PayrockPayroll member you have access to our payroll support helpline.

- As a reminder, your Tier 2 PayrockPayroll membership includes:
- Payroll Update sessions – Online
- PayrockPayroll e-newsletter – Monthly
- Payroll helpdesk / support - 10 queries
- 1 x short course delivery
- PayrockPayroll - Annual Industry Festival

