

Daily Payroll Digest – 002 – April 2nd

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Kate Upcraft Free Webinar on JRS - Tomorrow at 3:30pm

For those interested in attending a free JRS webinar being hosted by Kate Upcraft tomorrow at 3:30pm then please click on the following link:

<https://globalpayrollassociation.com/collections/webinars/products/uniting-payroll-the-follow-up>



Digital National Payroll Week

Our friends at the CIPP, despite the current crisis are still intending to celebrate in both their 40th Anniversary and National Payroll Week in style.

Due to the current state of affairs, the CIPP has made the decision that for this year ONLY, to make it a Digital National Payroll Week and they are making some special digital packs available for you all which are stuffed full of ideas and treats for you to enjoy and celebrate the payroll profession, even if you have to do it from your sofa.

You can access your free digital pack [here](#)




New SSP Guidance

"PIW must be formed for COVID-19 SSP, not what we thought so it's only day 1 after day four - I know most will be 14 days but it is a key change and also new for NMW regs on 'for the benefit of the employer'. National Minimum Wage is still going up as planned from the 1st April" - Kate Upcraft

HRMC

Guidance: <https://www.gov.uk/statutory-sick-pay>

 **GOV.UK**
HM Revenue & Customs
Internationally Mobile Employees – Appendix 7A and 7B returns – filing dates extended to 31 May 2020 due to COVID-19

Background

Some customers with Internationally Mobile workers can register with us to send in returns and make payments under the procedures at Appendix 7A and 7B. The original filing deadline was 31 March 2020.

Due to the recent COVID-19 outbreak and accompanying advice from the Prime Minister and HM Government, we recognise most customers and agents may either be in self-isolation or will be working from home, with limited access to usual resources.

Action

Today, we can confirm measures to help with this:

- The deadline for returns and payments has been extended to 31 May 2020
- If you're posting your application, please do so as soon as you can. We'll try to provide a confirmation receipt.

We are also looking at providing an online alternative for you to send the returns and will notify you when this becomes available.

Next Steps

We will contact you if any further changes are made.

If you have any questions, please contact HMRC's WMBC Charities Large Partnerships and International:

steven.wood@hmrc.gov.uk Or william.spencer@hmrc.gov.uk

SSP guidance for COVID-19 released yesterday:

Click to read: [SSP Guidance for COVID-19](#)

- No mention of reclaim scheme or how to define 250 employees
- PIW needs to be formed for SSP to kick in from day one
- NMW: new regs to implement the uplift ([see link](#)) and to remove premium payments from NMW pay and change the year for salaried staff (which none of us do anyway, so we told them that in the con doc in 2018 it was just ignored): [see link](#).
- The one I'm struggling is the amendment to regulation 12 which is the 'for the benefit of the employer', which is what HMRC have used against Middlesbrough FC in respect of the season-ticket deductions, Iceland in respect to the Christmas club and all the retailers in respect to uniforms.
- Relaxation on drivers and certification (if using HGV drivers): [see link](#)

Re the CIPP and DWP are not issuing any direct earnings attachments at the moment. This is fine because we aren't in our offices to open the mail anyway, but that is a much bigger point. If we can't open the post and there are the new court orders in there I'm guessing it's going to be a reasonable excuse that we couldn't implement them on time, but I'm also hearing there are lots of child maintenance orders being reduced or cancelled and equally of course we can't get access to those either so I've asked the CIPP if they have any contacts in the Ministry of Justice to raise this issue.

Did you all get the App 7a relaxation too that seems to have mainly gone to the big four (See Picture to the Left).

Best Wishes

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GatewayHR: Free Emergency Voluntary Leave Guidance

My friends over at GatewayHR have offered this free download which looks at one element of the new Coronavirus Act 2020 which sets out new employment rights.

One of the provisions contained within this new piece of law is the right to apply for Emergency Volunteer Leave (EVL) for those who wish to volunteer to assist our NHS in the fight to overcome the virus.

You can download the document [here](#)



Coronavirus

Work Buzz - Access a Free Coronavirus Pulse Survey

The Coronavirus pandemic is affecting every organisation, large and small, and making all of us rethink how we work and live. Many employees will be looking to you for guidance; worried about their health; and adjusting to new norms like home working. During times like these, we need to come together. That's why Work Buzz is offering free access to all companies, not-for-profits, and government organisations, free access to their Coronavirus Pulse survey.

- This is Completely Free
- A temperature check for employee wellbeing
- Identify employee concerns and ways to support them better
- Gain insights into how people are adjusting to remote working
- Quick to set up and 5 minutes for employees to complete
- GDPR compliant and your results are confidential
- No cost / no catch - we're just trying to do our bit to help

If you are interested in gaining access to the Coronavirus Pulse, please fill out the short form following [this link](#)

Onboarding Remotely - A User's Guide by



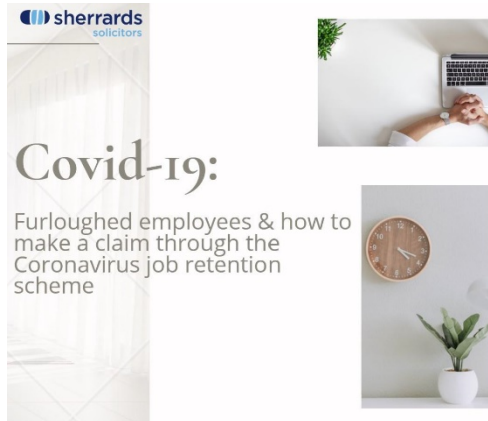
Free Remote Onboarding User Guide by JGA Recruitment

Many businesses still need to recruit payroll staff during this time of crisis, however, many clients are nervous about how they go about onboarding new starters remotely.

To help answer the many questions we are receiving daily from our clients and candidates, we have created this handy little Onboarding Remotely Guide that we hope will answer your questions so you can overcome any fears you may have!

This free guide will help you feel confident in your recruitment processes and will make sure any new starters feel welcomed and part of the team from day one!

You can download this for free [here](#)



The Practicalities of Furloughing Employees - Free Download

Our lovely friends at Sherrards Solicitors in St Albans have offered me this handy download to share with you all on the practicalities of furloughing employees.

You can access it free, [here](#)



****UPDATED** Free Furlough Calculations Excel Spreadsheets**

Very kindly created by Managing Partner at AS Robins, Liz Robins.

Liz has now made both a weekly and a monthly calculations spreadsheet so let me know which version you want!

You can access these for free download from

here: <https://jgarecruitment.com/free-furlough-calculations-spreadsheets/>

Alternatively, if you would like me to send you a free copy by email, please contact nick@jgarecruitment.com



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