



**RECRUITMENT
GROUP**

Recap: The past 5 months in the world of payroll

(July - November 2022)



July



Two million workers free from National Insurance

More than two million low-income workers will no longer pay National Insurance from now, owing to a change in the way the tax is collected. Employees can now earn £12,570 a year before paying National Insurance, up from £9,880 a year previously.

Boris Johnson facing calls to quit as PM as soon as possible

Boris Johnson is to stand down as Conservative Party leader, but intends to carry on as prime minister until the autumn. He plans to stay in Downing Street until a new Tory leader has been elected to replace him as PM.



PAYROLL PODCAST

Hosted By
NICK DAY

JGA PAYROLL
RECRUITMENT



The Payroll Podcast - The Future of Global Payroll with Danny Gillespie #87

Nick Day is joined on The Payroll Podcast sofa by Danny Gillespie, President, Global Managed Payroll at Safeguard Global!

JGA Recruitment Group announces its partnership with Greenify.

JGA Recruitment Group has always been deeply committed to behaving ethically and sustainably, which is why the business has announced an exciting new partnership with Greenify Talent, the world's first planet-positive recruitment solution.



PAYROLL PODCAST

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The Payroll Podcast - The Journey to Payroll Directorship with Steve Bevan #89

Nick Day is joined on The Payroll Podcast sofa by Director of Worldwide Payroll at Trellix, Steve Bevan! Steve is an experienced Director Of Payroll, skilled in Employee Benefits Design, Deferred Compensation, Payroll, and Payroll Process Improvement and transformation.

Tax avoidance promoter fined £1 million

A tax avoidance scheme promoter has been hit with a £1 million fine after a legal challenge by HMRC. Hyrax Resourcing Ltd was handed the almost-maximum allowed fine by the First Tier Tribunal for failing to disclose an avoidance scheme to HMRC as legally required.



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August

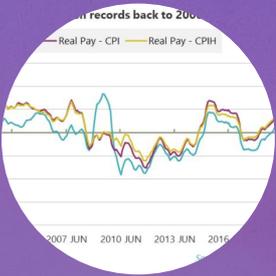


Cryptocurrency and the metaverse: the future of payroll?

The metaverse is set to change how we live and play, but how will it change how we work and how we are paid? For employees joining the companies staking a claim on these new virtual worlds, is it better to be paid in fiat or tokens?

HMRC to launch investigation into Next's payroll errors

High street retailer Next is set to face an investigation by HMRC after the business underpaid its staff for months.



TUC calls on ministers to get pay rising, as real wages fall again

Commenting on the labour market figures published by the ONS, which show real wages falling by 4.1 per cent (on CPI measure) as the cost of living crisis intensifies.

Cost-of-living crisis: Employers must think differently

As the cost-of-living crisis intensifies, expert in global payroll solutions, employers need to consider how small changes can support staff struggling to make ends meet each month.



CV fraudster ordered to pay back portion of wages

The Supreme Court has issued a judgement for R v Andrewes, a case of CV fraud, for which Andrewes pleaded guilty in 2017.

Work-life balance beats salary as top factor in choosing new role

Two-fifths (41%) of UK employees were attracted to their current role for the promise of work-life balance, compared with 36% who cited salary, according to research by workplace pension provider Aviva.



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September



The Payroll Podcast - Celebrating National Payroll Week 2022 with Vickie Graham #91

Nick Day is joined on The Payroll Podcast sofa by Vickie Graham, Business Development Director at The Chartered Institute of Payroll Professionals (CIPP) to introduce us all to National Payroll Week!

JGA 'My Payroll Career' Video for National Payroll Week

It's #NationalPayrollWeek! This year to celebrate, we decided to take our payroll song 'My Payroll Career' and make a music video for it!



'Why Payroll plays the role of the cycling domestique' Article

Following the recent completion of the Tour De France, we have seen incredible cyclists winning new records and accolades for their countries. Not many realise that those who finish can only do so thanks to their trusted 'domestiques'.

Sainsbury's launches cost-of-living support package

Supermarket chain Sainsbury's is to invest £25 million into a cost-of-living package for hourly-paid staff to support them with rising costs. It will invest £20 million in a pay increase, which will be the second one staff receive this year.



The Payroll Podcast - Is Infrastructure and Data Changing Profile of Payroll? with Jim Kohl #92

Nick Day is joined on The Payroll Podcast sofa by Jim Kohl, Head of Payroll Operations at Check. Jim has a mantra: "To Improve lives one check at a time!".

Real living wage raised early to help workers navigate cost of living crisis

The voluntary real living wage has been raised earlier than usual to provide more financial support to hundreds of thousands of workers during the cost of living crisis.



October



Nurses take part in 'biggest ever' strike ballot over pay.

The Royal College of Nursing (RCN) has launched its biggest ever strike ballot, as nurses complain their departments are 'understaffed, undervalued, underpaid'. The union will ballot its more than 300,000 members over pay.

The Payroll Podcast - The Global Payroll Hyperloop with Ranga Seshadri #93

Nick Day is joined on The Payroll Podcast sofa by Ranga Seshadri, Neeyamo's Chief Executive, who is known to be an inspirational leader and true visionary in the world of global payroll.



State pension age could rise to 69 despite static life expectancy

Current legislation specifies a gradual rise to 67 for those born on or after April 5, 1960, and a gradual rise to 68 between 2044 and 2046 for those born on or after April 5, 1977. Since October 2020 the retirement age for both men and women is 66.

Future of Payroll Report 2022

Managing global workforce issues such as the great resignation, regulatory changes, and technology advancements whilst adapting to future work demands remain top priorities for organisations.



Calls for Liz Truss not to take yearly £115,000 as ex-prime minister

Sir Keir Starmer has called on Liz Truss not to claim an allowance of up to £115,000 a year that she would be entitled to after resigning as PM. Liz Truss announced her resignation from the lectern outside No 10 on Thursday after just 45 days in the job.

As 20% fall behind on bills, employers can do more to help

As inflation bites and prices soar, the cost of living crisis is really starting to take hold. Even with the energy price guarantee, it is estimated more than 1 million people will be pushed into poverty this winter, pushing UK deprivation levels to their highest in two decades.



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November



£26.6 Billion now languishing in lost pension pots

A group of UK retirement savings businesses is calling on Britons to track down their lost pensions to increase their retirement funds. The National Pension Tracing Day campaign is highlighting that some £26.6bn is languishing in unclaimed pension pots in the UK.

The Payroll Podcast - Responsible Reward with Dommy Szymanska #96

Nick Day is joined on The Payroll Podcast sofa by Global Head of Total Reward at Stella McCartney, Dommy Szymanska to talk about Responsible Reward!



JGA earn Great Place to Work certification

It's official! We are very proud to have earned Great Place to Work® Certification™! This certification is a huge testament to us as a company, reflecting our values, working environment, and culture!

Twitter loses payroll department as part of mass resignation under Elon Musk

A large portion of Twitter's financial organization, including its payroll department, left the company on Thursday in response to an ultimatum from Elon Musk that has seemingly backfired.



'Payroll as the Composer, Encore, Encore!' Article

Nick Day's second article in our "payroll as" series, aligns payroll to the composer of an orchestra, a comparison I believe is particularly relevant in our new world of work.

CIPP's Autumn Statement 2022 summary

The CIPP's policy team have been working hard to bring you all the info you need to know from the Autumn Statement. Please find our summary document, covering all you need to know about the announcements made.



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