
From: Jane Davies [GRO]
Sent: Thur 22/12/2022 9:15:47 AM (UTC)
To: Zdravko Mladenov [GRO]; Tim McInnes [GRO]; Alisdair Cameron [GRO]
Cc: Andy Jamieson [GRO]; Peter Gomersall [GRO]; Gemma Friend [GRO]; Juliet Lang [GRO]
Subject: Moving to a Day Rate Contractor

Hi all,

It has been brought to my attention that we are moving a permanent employee into a daily rate contractor role, with a number of surrounding issues which we need to consider. In summary the issues are:

1. The role description is that of tasks, which should be assigned to a temporary employee/perm employees in supporting functions
2. The role description is not a defined set of deliverables associated with a contractor which sits outside IR35
3. The role title whether IT Team Support or Enterprise Demand Analyst is one associated with an employee not a contractor, as role activity is BAU regardless of the function within which it sits
4. The role is being offered to an existing employee who is transferring to a contractor position, which is not acceptable by HMRC
5. The process for assessing the contractor against the specific requirements of the role has not be managed appropriately
6. The sign off process by Employment Tax and the People Team has not been followed (assuming there a process?)
7. There is a serious question raised on 'responsible' spending of POL monies in that we are offering a current employee who earns c£36k a contract work over £100k?

I am not proposing to resolve this before the Xmas break, so suggest we put this recruitment on hold until we have time to discuss.

I have been made aware by Andy and Tim of the history here, including the cost impact. However, when I review the above proposed appointment, I am concerned that we are continuing to build upon the risk we already have. I want to ensure that a) we are fully complaint b) we manage the current exposure with the HMRC appropriately c) that we understand costs v risks d) that we avoid negative PR. In the meantime, I have asked Andy/Peter for a full review on all contractors, to assess whether we are inside/outside IR35 for every individual. I has also asked for the process for bringing contractors on board to be clarified.

Look forward to meeting in the NY to discuss further.

Many thanks,
Kind regards,

Jane

Jane Davies
Group Chief People Officer

People Team

[GRO]

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