



Quarterly Information Bulletin

Legislation Changes - Impact On Us All

Self-Employment and the 'Gig' Economy

Following on from the last bulletin, as expected, self-employment and the so called 'Gig Economy' is still featuring quite heavily in the media. This month, 'Good Work' The Taylor Review of Modern Working Practices was published, in direct response to a request by the Government to look at proposals to improve the working lives of the country's citizens by aiming to have a fair balance of rights and responsibilities across all forms of employment in the British economy.

One of the main recommendations coming out of the review, is that 'gig workers' such as those at organisations like Deliveroo and Uber, should be assigned a new 'dependent contactor' status. This new status would give them entitlements to holiday pay, pension provisions and access to training,

bringing them in line with agency workers. This seems like a sensible proposal and would also assist with identifying legitimately self-employed workers.

Another recommendation is to look at reviewing the Apprenticeship Levy and the way in which the training funds are used, so that it works better for people in non-permanent roles.

As this review has only just been published, it will obviously take a while for any of the recommendations to be approved and for any changes to take effect, however, we will be able to provide an update in the next bulletin.

IR35 in the Public Sector

We recently spoke about the IR35 reform in April this year affecting clients in the public sector. As a business, we have not experienced any major implications due to these reforms and feel that this is largely down to managing the change in a pro-active manner and ensuring that we had sourced other compliant payment methods well in advance of the changes, thereby minimising the effects on our workers. Again we will keep you updated on any further planned changes in this area and the likelihood of this also being eventually rolled out in the private sector.

Tax Avoidance Schemes

Some of you may have seen in the media the increase over the last couple of years in investigations by HMRC into aggressive tax avoidance schemes, which operate by exploiting VAT and national insurance rules. We are aware of many companies operating within our industry which utilise and promote these schemes, however, we wish to assure you that rigorous compliance checks are carried out on all companies we include on our Preferred Supplier List, to ensure that their operations are 100% compliant and work in line with all current legislation.

Compliance is KEY to Success

We have a dedicated compliance team within Dutton Recruitment who are charged with keeping up with all changes to legislation, including meeting with legal experts, attending seminars and training courses and meeting with other companies operating in the same sector. They then ensure that our internal systems and procedures are constantly adapted to meet any changes and new requirements and that all members of staff are fully trained in their responsibilities.

ISO's Update

As you will be aware, Dutton recruitment operates to three International Standards. The ISO 9001 Quality Management System ensures that our services always strive to meet clients needs and focus on the goal of continual improvement. ISO's 14001 Environmental Management and 18001 Occupational Health and Safety Management both ensure that we are delivering best practice in these critical areas. We are pleased to announce that we are now in the process of transitioning to the very latest versions of these standards, thereby ensuring that Dutton Recruitment stays at the forefront of excellence in recruitment.

Client Feedback

Your feedback is critical to our continued success. As such, we have recently added feedback forms to our website. These can be found under the 'contact us' tab on the home page. We will be actively seeking your views on a regular basis and invite you to get in touch about our service at any time.

What's New with Dutton?

Dutton In Europe!

In June, our CEO Adam Sheekey and our longstanding Cardiff Manager Gareth Stevens embarked on a visit to the Netherlands. Whilst there, Gareth and Adam met with key customers in Rotterdam and Antwerp, and spent time catching up with Dutton operatives who are working on various projects to listen and learn about their experiences. This visit marks the beginning of Dutton's ambitious growth plans there, and the trip yielded positive results with clients commenting on how impressed they were with Dutton's approach and quality of operatives.

New CRM System

Our new CRM system is now fully embedded helping our loyal and dedicated staff in their day to day jobs find the best recruitment talent for our clients. This was a significant future-proofing investment, ensuring the presence of flexible technology that will allow us to compete with the biggest and best in the industry. Coupled with a robust training plan, staff are now better equipped than ever to work in the recruitment industry offering expert advice to valued clients both new and old.

Staff Intranet

We are also proud to announce the introduction of a new staff Intranet. This online portal is an excellent asset to Dutton, improving efficiency and employee connectivity. With such ambitious growth plans, it is crucial that Dutton maintains its personal and high-quality service; the source of this being the ability of our branches to stay connected and work together rather than independently. Going forward therefore, it is more important than ever to strengthen this connectivity, and our intranet will aid this.

Marketing Shakeup

Finally, there has been a positive shakeup of our marketing department, investing in a new back office team embracing the power of digital media and ensuring that the brand is ever present with new technology and the right expertise to give us the edge.

With 35 years of experience providing an excellent quality of recruitment service, Dutton Recruitment is not only safe pair of hands, but an effective one. As the School Summer Holidays approach, there will undoubtedly be needs for cover and new candidates – contact your nearest Dutton branch, and we will continue to prove to you why Dutton Recruitment is the best recruitment option for you.

Visit our website for contact information and follow us on social media to keep updated daily!

