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ARRAS PEOPLE
Programme Management | Project Management | Project Support



Hi Lindsay

Welcome to our May newsletter. In this edition we bring you some updates and changes to various legislation along with our latest project management vacancies.

IR35 in the Private Sector Back on the Agenda

Contractors and those looking to move into this rewarding space are hopefully aware that the Off-Payroll working (in the Private sector) consultation has finally commenced. HMRC last week released the consultation paper and have started setting up face to face reviews to gather feedback on this divisive subject.

By way of a re-cap the Off-Payroll worker regulations were changed last year (April 2016) using the Public Sector as a test bed to bring in new ways of increasing the tax take for HMRC. The change means that those "workers" classified as inside the regulations must have employers and employee National Insurance Contributions as well as PAYE



deducted at source. On the other hand "workers" classified as outside the regulations are free to continue operating as a "business" and allowed to manage their own affairs.

There has been much discussion and finger pointing from all the parties with vested interests about the success or failure of the implementation, including;

- **New compliance issues around loan schemes introduced by some Umbrella companies**
- **Workers being forced to use nominated Umbrella companies when deemed as inside**
- **The way the CEST (Check Employment Status for Tax) tool has been constructed and works**
- **Organisations implementing blanket decisions that ALL workers are inside**
- **The success at reducing non-compliance and increasing tax contributions**
- **The lack of impact on the public sector being able to hire workers**

So now we have a new discussion about how this or another approach (seems highly unlikely?) could be implemented in the Private Sector to "level the playing field" and further eradicate non-compliance.

You have an opportunity to respond and the consultation materials can be found on the web [here](#). There is also a factsheet which is worth a read even if you are not going to respond to the consultation.

As expected there are also the opposing views, an example being the factsheet from [Contractor Calculator](#) and the usual lobby your MP activities from groups such as the IPSE and APSCO.

This will not be an easy process and the underlying feeling will be that HMRC will push ahead regardless of the consultation as they have their eye on the cash! However we should not use that as an excuse not to get involved, the last consultation did make some changes to the original proposals for the Public sector implementation so it is worth the effort.

As such I will be attending a session with the HMRC next week and would welcome the thoughts of our readers regarding the Public sector implementation and any you may have about a roll out into the Public sector.

Drop me a line at john@arraspeople.co.uk

Our last report on IR35 and its impact in the Project Management Domain can be found on our [Project Management Benchmark Report](#)



"HMRC will push ahead regardless of the consultation as they have their eye on the cash!"

GDPR

No doubt like us, you were sick of the number of emails hitting your inbox over the last few weeks as organisations flooded the email system seeking your consent to keep in contact.

It was amazing, how many organisations I didn't know had my details and took the decision to email me! I look forward to seeing if they stick to their word and do not make any further contact as I didn't respond with an affirmative yes!

You may have noticed that you didn't receive an email from Arras People during this period? The reason being that we are not using the "consent" as the basis for processing.

As an organisation we do not use mailing lists, we do not scrape people data from third party websites etc. The only people in our database are those that have taken the conscious decision to share their details with us. As such we are using Legitimate interests as our basis for processing. This does not impact your rights as an individual and we will continue to have an unsubscribe option as well as respecting the rights of each and every data subject.

Our updated Privacy policy can be found on our [website](#).

Moving forward we will continue the policy we have had since 2002;

we will not share or disclose any personally identifiable information with any other party without your prior consent. Except to the extent Arras are required by law.



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Understanding Your Value in the PM Market

John Thorpe, Arras People
6th March 2018 - 12:15pm

Arras People
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Public Sector Recruiting

Another big change is on its way in terms of recruiting contingent resources in the Public Sector. From the 18th June 2018 AMS (Alexander Mann Solutions) will be taking over from Capita as the primary vendor responsible for supplying contingent labour.

This will change the much maligned CL1 Framework which may have come to love/hate? over recent years into the all new PSR (Public Sector Resourcing).

The newly awarded contract let by the CCS (Crown Commercial Service) covers a 6 year period and has an estimated value excluding VAT: 15,000,000,000.00 GBP according to the [OJU Notice](#), further information can also be found on the [Cabinet Office](#) website.

The new arrangement is different than that run by Capita as AMS will be working to a traditional outsource model rather than the vendor neutral arrangement managed by Capita. Arras People as an incumbent supplier on the CL1 Framework have signed up as a Tier 2 supplier so hopefully we will continue to have ongoing opportunities to place project management workers across the public sector.

Latest Vacancies

[Programme Release Manager - Home Office Border Force](#)
[Project Manager - Ops](#)
[Project Manager - Implementation](#)
[Project Manager - Estates \(Higher Education Facility\)](#)
[Events Project Co-Ordinator](#)

Stakeholder Engagement Officer - UN Global Platform

13th June 2018

PMO Conference



Arras People - Project Management Recruitment Specialists | 0845 680 6444 |
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