

newsCatcher

catch **22**

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March 2016

PROVIDING QUALITY PEOPLE

Big Decisions Pending over NLW & Referendum

March sees the economy on the cusp of some potentially momentous changes that will impact workers and businesses alike. But will those changes herald a general improvement for both? Most immediately, the raising of the Minimum Wage to £7.20 per hour in April, under the sparkly banner of the National Living Wage, will pose issues for many businesses in the service sector. How they and other sectors react will impact heavily on employment levels, particularly for those younger workers under 25. Organisations may well look to alleviate the increase in costs to themselves imposed by the NLW by rejigging overall compensation packages, by flattening their organisational structure, taking out some supervisory levels, and by increasing the proportion of younger workers who don't qualify for the full NLW



rate. Other companies may just look more closely at the size of their workforce and delay any expansion in numbers of employees until the ramifications of the new pay structure have become clearer.

Hot on the heels of the NLW in June comes the Referendum on continued UK membership of the EU, the biggest public decision for several generations. While support-

ers of either side try to outdo the other by the volume of their argument, few if any of us can tell what the long term impact will be on the jobs market. However, in or out, it is vital that the levels of worker protection that have built up via EU and direct legislation are maintained and improved. Informed and rational debate is essential and the industry will look to the REC for leadership and clarity over the next few weeks. Either option will present opportunities. It is the quality of those opportunities that will matter. But it's not just jobs, despite our natural interest in that marketplace. Whether Brexit is a threat or an opportunity, we owe it to our children and grandchildren to question every aspect of In and Out before voting. It is their future we are deciding. What will we bequeath to them from this crucial choice?

Nick Ready for Marathon Day



Catch 22's London Branch manager, Nick Moore will be taking to the streets of the capital on 24th April with thousands more, hopeful of completing the 2016 London Marathon. Nick is running for the Lord's Taverners who do wonderful work for disabled and disadvantaged children through sporting involvement. Nick assures us that training is going well in the build up to the 26-miler and he has set himself a sub-4 hour target for the event.



LONDON
MARATHON

To sponsor Nick and support the Taverners, visit <https://mydonate.bt.com/fundraisers/nickmoore6>

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A jubilant Walton Hoppers team celebrate their Quiz Victory



Commiserations to All Stars who were valiant Quiz Runners Up

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Umbrellas' Time is Up

In April, the HMRC closes the tax loophole existing around Travel & Subsistence for workers using an Umbrella or Personal Service company. Individuals using these vehicles won't be able to claim tax relief as they are not deemed to be genuinely

self employed. However, end clients and agencies may become liable for workers' unpaid tax on T&S expenses. If you have any concerns about how you're employing contractors or agency personnel, please give us a call for advice on risk mitigation.

Hoppers Top of the Quiz Shop

The Walton Hoppers, led by Sir Jeremy Handley, put last year's disappointment behind them with a storming success in the 2016 Catch 22 annual Charity Pub Quiz. The event at the Bottlescrue, in aid of The Lord's Taverners, was the 17th of its kind and raised just over £4000 for the charity, which does fan-

tastic work for disabled and disadvantaged youngsters through sport. Highlight of the evening was the re-appearance of Nicholas Parsons who took part in the Quiz and very kindly presented the prizes. The ex-President of the Taverners is a sprightly 94 years young! Thanks to all who took part; see you again soon.

First Oz Potty Win For Ben

Ben Watson became the first overseas winner of the annual Catch 22 Sporting Potty competition which tests contestants' predictions over a series of sports events. Ben is pictured here with Nicholas Parsons and Vince Parker, MD of Catch 22. If you'd like to enter the 2016 competition, tweet to @c22views and we'll send you an entry form.



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