

# STAFF SYSTEM Newsletter

February  
2009

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## **Welcome to our February Newsletter**

### **1. Overview**

This Newsletter contains just a few points and some preliminary information for the Tax Year End.

### **2. Tax Year end for 2008/09**

There are only minor changes for the processing of the Tax Year End, we will give full details in the March Newsletter in a couple of weeks.

Note that there are changes to the NI bands that will come into effect in the new Tax Year 2009-10 but these will only mean amendments to the STAFF system parameters.

### **3. Business Opportunities using the STAFF System**

We thought that we'd mention the possibilities of making use of your STAFF System to provide your agency with extra business.

#### **As a Payroll Service**

The design of the STAFF System makes it very straightforward to run a payroll for a separate organisation. By setting up a separate branch with its own company name and address, PAYE registration numbers etc. another company's employees can be paid entirely separately with different payroll days, frequency etc. if required. This would allow you to offer a payroll service to other employers in your area simply making use of your existing STAFF System software.

There are, of course, confidentiality (data protection) and security issues with handling and processing another company's data but these are primarily procedural issues and the STAFF System can be configured to assist. Please let us know if you have any interests in doing this.

These features are available in the current version of the STAFF System but are enhanced in the new version.

## **Self-service facilities**

The new version of the STAFF System is web-capable and this means that there are a number of components of STAFF that can be added to your web site and run via the web (this would not normally use your live files, however) with the result a number of services could be made available directly to Temps and Clients. For example, registered Temps could view up to date vacancies; and Clients could record vacancies and view selected candidates (all suitably anonymised).

Depending on your requirements, and with appropriate security and confidentiality procedures, a number of these tasks could be fully processed via the web interface which could offer a quicker and simpler service for your clients and temps.

## **Time-slicing**

The new STAFF system will allow for the handling of shift patterns and, in fact, can record requirements and availability to the minute. This will enable you to much more easily deal with the type of situation, perhaps more common in Health Care, where an Assignment may involve relatively short duration (an hour or two) although in many cases this may be a daily requirement (e.g. 12.00 – 13.00 Monday to Friday).

In many cases the amount invoiced would be fairly small but by using the Self-service facilities the costs to the agency can be kept to a minimum.

We are looking at some specific business models for this feature; there are some similar applications already on the market and we would be interested to hear from anyone who has an interest in this feature. Please give us a call if you are interested.

## **4. Agency Terms contracts**

The HMR&C has made it clear that they do not approve of this approach that calculates VAT on the commission element of the invoice (rather than the full value). There have been various submissions made, including from the REC, to try to get them to reconsider but our understanding is that they have not changed their opinion.

As far as the STAFF System is concerned the current version has supported Agent terms for some years and the new version will continue to support the feature regardless of the HMR&C position. Please get in touch if you have any queries on this matter.

## **5. The new STAFF System**

We are very disappointed that we failed to complete our demonstration system before the end of 2008 but real progress is being made and we are genuinely confident that we will be ready to demonstrate the system soon. We will keep you informed.

Olympic Computers

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