



Public and  
Commercial  
Services Union

# Members' Briefing

REVENUE & CUSTOMS GROUP

To: **All Members**

cc: **Branch Secretaries, Group Executive Committee, Equality Chairs, VOAC** (for info)

Can this Briefing be circulated via HMRC IT systems: **YES**

Website: **YES**

Action to be taken: **For the attention of all members**

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## **SINGLE ENFORCEMENT BODY**

### **HMRC's Minimum Wage Enforcement function to move**

- *Single Enforcement Body to be created, comprising some HMRC, HO and BEIS roles*
  - *National Minimum Wage Enforcement function to form part of new body*

The Government has announced plans to create a new "Single Enforcement Body" (SEB), which will mean that HMRC's National Minimum Wage Enforcement functions will be combined with the Home Office's Gangmasters and Labour Abuse Authority (GLAA) and the Employment Agency Standards Inspectorate, which is part of the Department for Business, Energy and Industrial Strategy (BEIS).

#### **Initial steps**

No timetable has been announced for the formation of the new enforcement body; and its creation will need new legislation to be drawn-up, so this is unlikely to come about in the immediate future. However, PCS consider it is essential that we begin to take steps to try to help shape the process; especially since in HMRC alone, there are hundreds of our members who will be affected.

PCS has established early contact with the Cabinet Office to enable national cross-departmental issues to be addressed; and we have set up a dedicated PCS committee, comprised of elected PCS representatives from all the affected departments, including HMRC, along with PCS HQ officers. This committee will allow us to coordinate our response to any departmental developments.

#### **Our objectives**

We have advised the Cabinet Office of the objectives which will underpin our negotiating position; and these have been reiterated in initial meetings with the various departments, including HMRC. These objectives are:

- There be no job losses or redundancies as a result of the creation of the new body
- The new SEB will require ministerial weight behind it, and so it should take the form of a Civil Service departmental function (as opposed to a Non-Departmental Public Body or some other arms-length body)
- There be no privatisation of work or dilution of enforcement powers
- It should not be centralised geographically or limited to a small number of offices. HMRC's office closure programme has already resulted in problems with enforcement where there is no local structure in place

- There should be local specialist teams situated in each site (not expected to be a 'jack of all trades', expected to cover everything)
- If shared functions from the constituent bodies are brigaded together (such as HR), then this should be handled through the redeployment of staff from within the SEB itself.

On the more general point, PCS has argued that enforcement functions across government should be immediately strengthened, properly funded, and effectively staffed.

### **More information**

These are still early days, but PCS will continue to keep members fully informed of developments as the SEB plans progress.

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