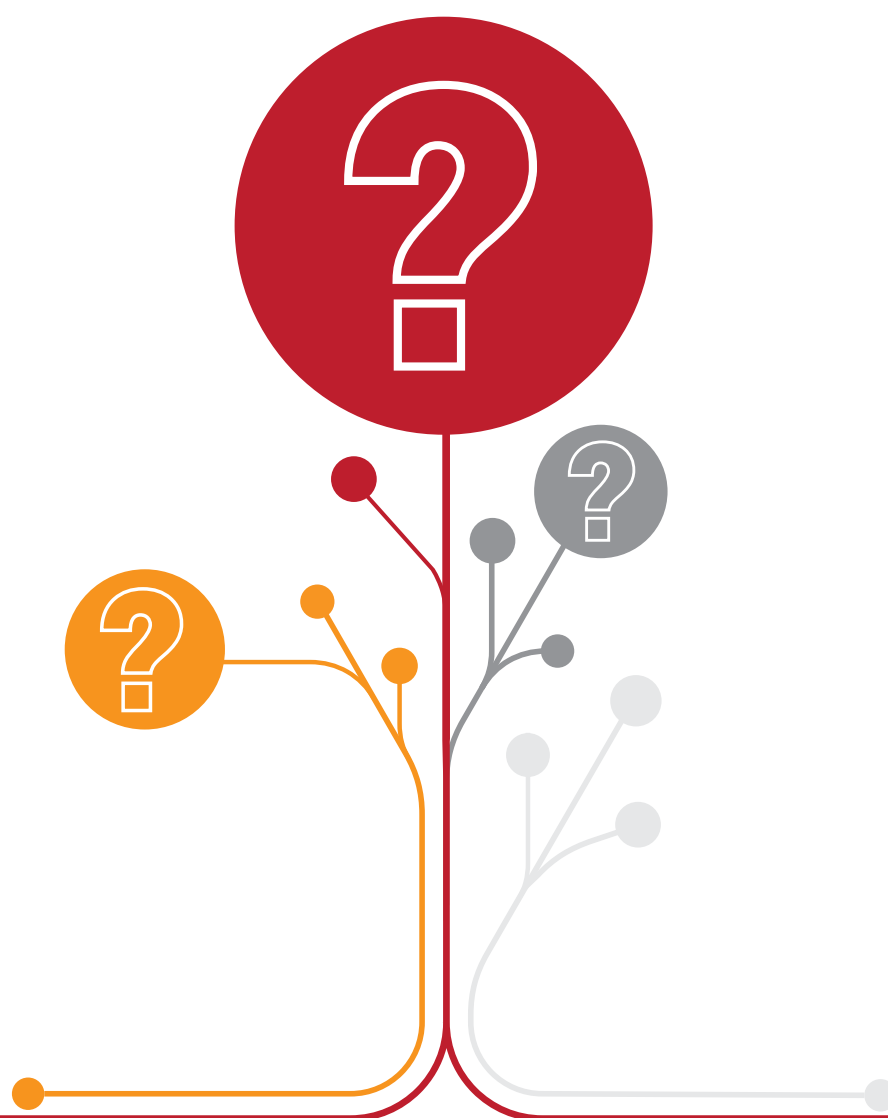


Top Questions

OUR CLIENTS ASK US



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Question 1



WHAT IS THE GLA?



GANGMASTERS LICENSING AUTHORITY

IT'S THE UK **REGULATORY BODY** FOR EMPLOYMENT IN:

- **FOOD & DRINK PROCESSING & PACKAGING**
- **AGRICULTURE & HORTICULTURE** • **SHELLFISH GATHERING**



CHECK THE **GLA PUBLIC REGISTER** TO:

- **STAY INFORMED** OF ANY **CHANGES** TO YOUR LABOUR PROVIDER'S LICENCE
- **PROVE** THAT YOU HAVE TAKEN THE **NECESSARY STEPS** TO USE A LICENSED LABOUR PROVIDER



ITS PURPOSE IS TO:

- **ELIMINATE MISTREATMENT OF WORKERS**
- **PROTECT VULNERABLE INDIVIDUALS**
- **TACKLE ILLEGAL ACTIVITIES**
- **ENSURE ALL LEGAL GUIDELINES ARE FOLLOWED**
- **ABOLISH SLAVE LABOUR**



IF YOU DEAL WITH WORKERS, FOR THE SPECIFIC SECTOR, YOU HAVE TO:

- **PROTECT THEIR HEALTH, SAFETY AND WELFARE**
- **MAKE SURE THAT YOUR LABOUR PROVIDER IS COMPLIANT**



Question 2



IS LICENSING
MANDATORY?



YES

**EMPLOYERS AND RECRUITMENT AGENCIES
MUST HAVE A VALID LICENSE TO PROVIDE OR
HIRE WORKERS IN:**

- **FOOD & DRINK PROCESSING & PACKAGING**
- **AGRICULTURE & HORTICULTURE**
- **SHELLFISH GATHERING**



NON-COMPLIANCE PENALTIES INCLUDE:

- **WORKING AS AN UNLICENSED GANGMASTER
(UP TO **10 YEARS** IMPRISONMENT)**
- **USING AN UNLICENSED GANGMASTER
(UP TO **6 MONTHS** IMPRISONMENT)**
- **SHOWING FALSE DOCUMENTATION
/ POSSESSING A FALSE LICENSE**
- **OBSTRUCTING
COMPLIANCE
ENFORCEMENT**



Question 3



WHAT IS POPPYPRIDE?



A GLA-LICENSED
PAYROLL &
HR MANAGEMENT
SERVICES
PROVIDER

**POPPYPRIDE IS
VALUABLE**
TO GLA-LICENSED
AND NON-LICENSED
EMPLOYMENT BUSINESSES,
EMPLOYMENT AGENCIES
AND LABOUR PROVIDERS

OUR CLIENTS AND
THEIR WORKERS
WILL RECEIVE ...

- GLA-APPROVED
PAYROLL PROCESSING
- HR ADMINISTRATION
SERVICES
- **WORKERS'
BENEFITS
AND REWARDS**
- COMPETITIVE
PENSION SCHEMES

... THAT WERE
UNAFFORDABLE
UNTIL NOW!



PLUS LEGAL
BUSINESS PROTECTION



Question 4



DOES POPPYPRIDE COVER
ALL ACTIVITIES REQUIRING
A GLA LICENSE?



YES

THE **LICENSING SCHEME**
REGULATES BUSINESSES
THAT **PROVIDE WORKERS**
TO THE FRESH PRODUCE
SUPPLY CHAIN. THIS ALSO
INCLUDES NON-EDIBLE
CROPS SUCH AS BULBS,
FLOWERS AND OTHER PLANTS

CONTACT US
FOR FURTHER INFORMATION
AND SPECIFIC INDUSTRY
GUIDANCE!



POPPYPRIDE COVERS
A RANGE OF SECTORS
WITHIN THE **FRESH**
PRODUCE SUPPLY CHAIN
& IS GLA-REGULATED
IN:

- PROCESSING &
PACKAGING OF **ALL**
FRESH FOOD, DRINKS
AND OTHER PRODUCE
- AGRICULTURE &
HORTICULTURE
- SHELLFISH GATHERING

ANYONE WHO SUPPLIES
LABOUR TO THESE SECTORS
WILL REQUIRE
A GLA LICENSE

POPPYPRIDE ALSO COVERS
ANYONE WHO USES
LABOUR TO PROVIDE
A SERVICE IN THE
REGULATED SECTORS
(HARVESTING, GATHERING
SHELLFISH, etc.)

Question 5



WHO IS RESPONSIBLE
FOR COMPLYING WITH
LICENSING STANDARDS?



BOTH POPPYPRIDE
AND YOUR
LABOUR PROVIDER

POPPYPRIDE ENSURES
THAT PAYROLL & TAX
ARE ACCREDITED TO
EACH WORKER
ACCORDING TO THEIR
ENTITLEMENTS



PAYROLL SERVICES
ARE ACCURATE,
ON TIME,
EVERY TIME



AS A LICENSE HOLDER, POPPYPRIDE MONITORS AND REPORTS
THAT THE **LABOUR PROVIDER** IS COMPLIANT WITH:

- FIT AND PROPER TESTS
- FAIR TREATMENT & PAY OF WORKERS
- SAFE & SANITARY ACCOMMODATIONS
- APPROPRIATE WORKING CONDITIONS
- HEALTH AND SAFETY MEASURES
- CONTRACTUAL ARRANGEMENTS



LABOUR PROVIDERS **MUST CONTINUE**
TO COMPLY WITH THE
LEGAL STANDARDS TO
MAINTAIN THEIR LICENSE

Question 6



IS THERE A BENEFIT FOR
THE LABOUR PROVIDER?



ABSOLUTELY!

WHILE MAINTAINING
YOUR WORKERS UNDER
YOUR SUPERVISION,
DIRECTION & CONTROL ...
YOU **GAIN** THE
COMPETITIVE ADVANTAGE
IN THE MARKET

OUR EXPERTS REMOVE
YOUR ADMINISTRATIVE
& **LEGISLATIVE BURDENS**

TOP SKILLED WORKERS
ARE **ATTRACTED** AND
RETAINED EASIER
THAN EVER BEFORE

PAYROLL & TAX
ARE ACCREDITED TO EACH
WORKER ACCORDING
TO THEIR ENTITLEMENTS,
WHILE **PAYING THEM**
ACCURATELY, ON TIME,
EVERY TIME

BUSINESS
PROTECTION
IS OFFERED

JOIN POPPYPRIDE AND
ENJOY ALL OF THESE SERVICES
NOW: 500 WORKERS
GOAL: 10,000 WORKERS



Question 7



WILL MY WORKERS
BE BETTER OFF
WITH YOU?



YES

WITH THE **WORKERS' BENEFITS**
YOU'LL BE GIVING THEM?
ABSOLUTELY!

TAILORED BENEFITS ARE ALSO
AVAILABLE WHERE **COMMISSIONS**
ARE USED TO OFFSET THE COSTS

EVERY TIME WORKERS USE THE
BENEFITS APP, **THEY SAVE MONEY**
AND GET HUNDREDS OF OFFERS ON
BIG BRANDS **PLUS**, THEIR FAMILIES
HAVE ACCESS TO A **CONFIDENTIAL**
HELPLINE FOR PRACTICAL, FINANCIAL
& EMOTIONAL **SUPPORT...**
DAY OR NIGHT

FIND A
SPECIALIST DOCTOR
OR **HOSPITAL** NEARBY
WITH **SHORTER**
WAITING TIMES

LOOK UP
MEDICAL & HEALTH
FACTS FROM NHS EXPERTS

**THEY
CAN....**

SAVE
HUNDEREDS
OF POUNDS
ANNUALLY

GET THEIR OWN
PERSONAL DOCTOR
YOUR WORKERS
& THEIR FAMILIES
CAN CALL A GP,
ANY TIME - DAY OR NIGHT
AT **ZERO COST**

OR HAVE A VIDEO
CONFERENCE
ONLINE

CREATE AN
ONLINE **HEALTH**
PROFILE



Question 8



WILL I BE ABLE TO
OFFER MY WORKERS A
COMPETITIVE PENSION
SCHEME?



YES

OUR END GOAL
IS FOR YOUR WORKERS
TO JOIN OUR PENSION
SCHEME AND, TO A CERTAIN EXTENT,
WE SUBSIDISE THIS
LONG-TERM COMMITMENT



THOUSANDS OF
WORKERS
HAVE ALREADY
DONE SO



WE AIM
TO PLACE
OVER 100,000
WORKERS
IN OUR SCHEME
WITHIN THE NEXT 7 YEARS



WHICH WILL
RESULT IN
£BILLIONS
OF FUNDS UNDER
MANAGEMENT



WHY NOT GIVE THE
PRIVILEGE OF A
REWARDING
PENSION SCHEME
TO YOUR WORKERS?

TAM WAS THE WINNER
OF THE WEALTH
& FINANCE
INTERNATIONAL
AWARDS IN 2015
FOR INNOVATION
IN PORTFOLIO
MANAGEMENT
IN THE UK



THROUGH
MANY YEARS
OF **EXPERIENCE,**
OUR FUND PARTNER –
TAM ASSET MANAGEMENT-
HAS DERIVED AN
INVESTMENT PROCESS
THAT DELIVERS
PROFITABLE RESULTS



Question 9



CAN I KEEP MY EXISTING
PENSION?



YES

YOU CAN KEEP YOUR
PENSION AND STILL HAVE:

- WORKERS' BENEFITS
- BUSINESS PROTECTION
- PAYROLL

BUT, IF YOU JOIN
OUR ORGANISATION...



YOUR WORKERS
GET TO CHOOSE
FROM A VARIETY
OF COMPETITIVE
**PENSION
PORTFOLIOS**



WITH THE
**THOUSANDS
OF WORKERS**
WE CURRENTLY HAVE

& **AIMING** FOR

100,000,
IN 7 YEARS

FROM NOW
WE WILL HAVE
REACHED

£BILLIONS
UNDER MANAGEMENT



OUR INVESTMENT
PARTNER,
**TAM ASSET
MANAGEMENT,**
ALREADY HAS
£250M
UNDER MANAGEMENT

**NO
ADMIN FEE!**



Question 10



WHICH PART OF
AUTO ENROLMENT DO
YOU HANDLE?



EVERYTHING

**NO MORE
HEADACHES!**

**PREPARATION
TAKES APPROXIMATELY**
33 ADMINISTRATIVE
DUTIES AND
103 WORKING
DAYS



WE TAKE ON YOUR WORKERS' PENSION LIABILITIES:

- PLANNING AHEAD
- **ASSESSING YOUR WORKFORCE**
- **ACCURATELY CALCULATING CONTRIBUTIONS & DEDUCTIONS**
- **UPDATING WORKERS' DATA ON AGE & EARNINGS**
- **PROVIDING COMPATIBLE PAYROLL SOFTWARE**
- **RE-ENROLING YOUR WORKERS EVERY 3 YEARS**

Question 11



DO I HAVE TO PAY VAT ON
PAYROLL?



YES

IT IS **REQUIRED**
BY **LAW**



IS THE VAT
CHARGE
**AN EXTRA
BURDEN
ON MY
BUDGET?**

**ABSOLUTELY
NOT!**

**YOUR
INVOICE VAT IS
RECLAIMED**



Question 12



HOW IS THE PAYSリップ?



CLEAR
& SIMPLE

PAYE PAYSリップS CLEARLY SHOW:

- NAME OF EMPLOYER/
COMPANY
- TAX DEDUCTIONS
- NI CONTRIBUTIONS
- TOTAL WAGES

WE USE LEADING SOFTWARE
(SUCH AS SAGE) OFFERING:

- QUICK & EASY PAYMENTS
- SECURE ONLINE
PROCESSING
- ACCESS TO REPORTING TOOLS



54%
OF UK
BUSINESSES
PAY THEIR PEOPLE
USING **SAGE**

WE CAN
ARRANGE
TO SHOW YOU A
PAYSリップ
SAMPLE



Question 13



DO MY WORKER
CONTRACTS HAVE TO
CHANGE?



NO

**NOTHING
CHANGES**



SIMPLE



CONTRACTS ARE ASSIGNED
BACK TO THE
ASSIGNER & ASSIGNEE
WITHOUT AFFECTING
THE EMPLOYEES' YEARS
OF SERVICE RECORD

TERMS &
CONDITIONS ON
CONTRACTS
DO NOT
CHANGE



WE **REVIEW**
THE CURRENT
CONTRACTS
IN REGARDS
TO **HR**
LEGISLATION



CONTRACTS
GO UNDER THE
EMPLOYMENT
SERVICE
AGREEMENT



WHAT HAPPENS
WHEN THE
SERVICE
AGREEMENT
ENDS?



Question 14



CAN WE USE OUR OWN
HR DEPARTMENT?



YES

MANY OF OUR CLIENTS HAVE THEIR OWN
HR DEPARTMENT
AND THEY USE OURS AS AN
EXPERT RESOURCE CENTRE

HOW
DOES IT
WORK?

WITH **OVER**
20 YEARS
OF **EXPERIENCE**
IN EMPLOYMENT
SOLUTIONS

OUR CLIENTS PREFER TO HAVE
LEGAL EXPERTS FOR **COMPLIANCE**
& **RISK MANAGEMENT**

THE **EMPLOYMENT LAW EXPERT**
MAKES SURE **WORKERS'**
CONTRACTS ARE
ACCURATE & ALIGNED
WITH YOUR BUSINESS

HAVE
YOUR OWN
EMPLOYMENT
LAW EXPERT

WE PROVIDE
BUSINESS
PROTECTION

OUR CLIENTS
HAVE PEACE
OF MIND
& CAN **FOCUS**
ON **TALENT**

LAWS CHANGE
CONSTANTLY!
ALL WORKERS
LEGAL MATTERS
ARE TAKEN
CARE OF

WE CAN
REPRESENT YOU
IN **TRIBUNALS**

WORKER DISPUTES
GET SETTLED
FAST & EASILY



Question 15



DOES TUPE APPLY?



NO

WHY NOT?

BECAUSE THERE'S
NO SALE OF BUSINESS
OR TRANSFER OF EMPLOYMENT



IT'S AN
ADMINISTRATIVE
& FINANCIAL
CHANGE



THERE IS
NO CHANGE
TO YOUR WORKERS'
WORKING CONDITIONS
NOR IN THEIR TASKS



WHEN THE
SERVICE AGREEMENT
ENDS OR LAPSES,
WORKERS

AUTOMATICALLY
GO BACK
TO THE CLIENT
WITHOUT AFFECTING
THE EMPLOYEES'
YEARS OF SERVICE
RECORD

WE TAKE
ASSIGNATION
OF THE CURRENT
CONTRACT
OF EMPLOYMENT
UNDER OUR
EMPLOYMENT
SERVICE AGREEMENT



Question 16



WHAT DO BESPOKE
LETTERS OF
CORRESPONDENCE
OFFER BUSINESSES?



CREDIBILITY

THE EMPLOYMENT LAW EXPERT
CREATES FORMAL LETTERS,
ADDRESSED TO YOUR WORKERS,
ON ANY MATTER



WE HELP YOU
COMMUNICATE
EFFECTIVELY
WITH YOUR WORKERS



IF YOU FACE A TRIBUNAL,
THE LETTERS CAN BE
USED AS EVIDENCE



WE WILL WRITE
THE ENTIRE
LETTER FOR YOU
WITHOUT USING
TEMPLATES



LETTERS
FROM YOU
TO YOUR WORKERS
WILL BE
VERY CLEAR AND EASY
TO UNDERSTAND



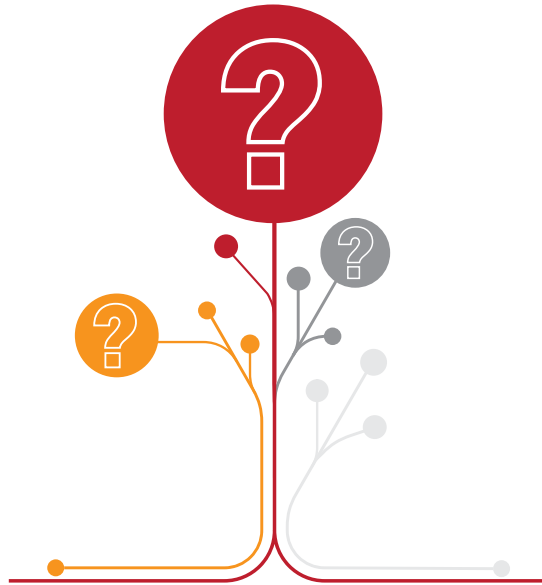
EACH LETTER
IS WRITTEN
ACCORDING TO
CLIENT SITUATION,
SO IT STANDS UP
TO LEGAL SCRUTINY



MATTERS INCLUDE:

- CONTRACT AMENDMENTS
- CHANGE IN DUTIES
- PERFORMANCE REVIEWS
- DISCIPLINARY MEETINGS
- DISMISSALS





For any other questions,
feel free to contact
our sales representative
directly or call **01740 768093**

**Poppypride Limited is licensed
by the Gangmasters Licensing Authority (GLA)**

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