

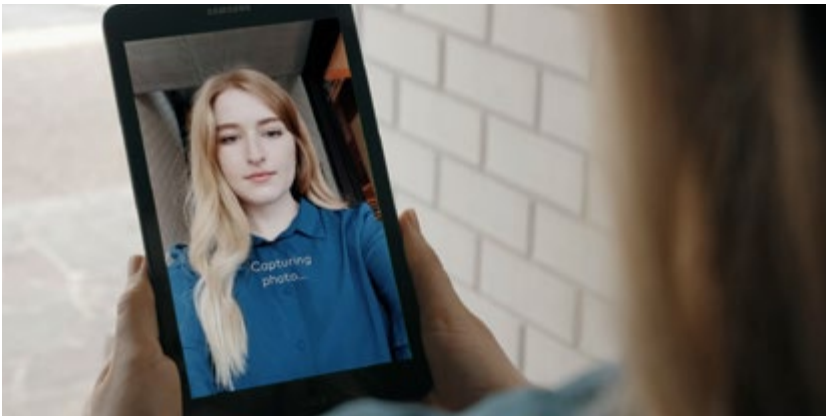


Preparing for
change: how
to get ahead
of compliance
obligations

roubler.



Overcoming uncertainty through achieving compliance



Will 2022 be the year of enforcement?

Historically, the UK has not had a unified government organisation for employment rights, but it's possible this could change in 2022. As part of the proposed Employment Bill, a new single enforcement body is expected to be launched, bringing together what has been a disparate approach with greater remit than ever before.

Employers need to ensure they are at the forefront of compliance, as the proposed changes are likely to mean greater enforcement of obligations as part of the clamp-down. Name-and-shame policies could leave reputations in tatters if businesses fail to comply.

Unfortunately, many businesses still rely on manual data entry and systems that don't talk to each other, leading to inadvertent compliance blunders. As such, it seems that many employers could face penalties for not operating in accordance with the law.

Thankfully, Roubler's all-in-one workforce management software helps solve these challenges by automating compliance and providing the necessary checks and balances across the entire employee lifecycle including scheduling, time and attendance and payroll.



Automated compliance



Sophisticated pay rules engine



Intelligent smart rotas



Built-in checks and balances



Holiday pay regulations

Holiday pay compliance seems set to be an area of focus for the proposed single enforcement body.

Due to the complexities of calculating holiday pay, particularly for non-full time employees, many employers are at risk of breaching compliance requirements.

In addition to being an extremely complex and technical area of law this has, up until now, been largely unregulated by any government body.

Shortfalls in holiday pay seem likely to be more proactively enforced as information sharing is better coordinated.

Businesses without adequate systems processes in place will be the most vulnerable.

Minimum wage compliance

Minimum wage compliance has historically been dealt with by the HMRC.

Now it has been proposed that the HMRC will fall under the umbrella of the single enforcement body, it is expected there could be an increased focus on minimum wage compliance.

Along with national minimum wage changes in April 2022, we may also see the introduction of new highly technical compliance regulations around uniform provisions, expenses and deductions from pay.

Employers that breach these requirements may be subject to fines, as well as to the negative publicity that comes with naming-and-shaming.

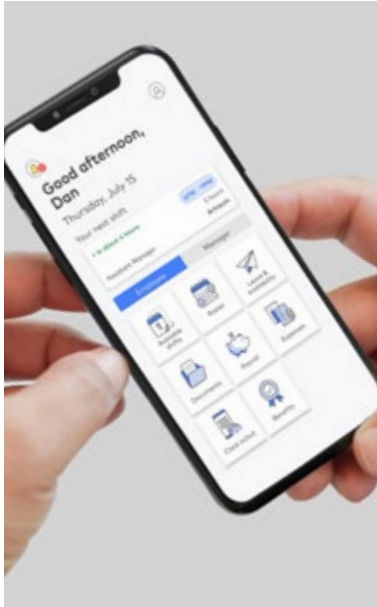
Statutory sick pay rules

Following a consultation, it was agreed that there needs to be a more robust approach for employers who fail to meet their statutory sick pay obligations.

It's expected that this will be picked up by the single enforcement body, who may look to regulate statutory sick pay in a similar fashion to holiday pay and minimum wages.

The result could be improved support for employers when it comes to understanding their sick pay obligations.

The proposed changes may also, however, see the single enforcement body implement a similar system of compliance notices, public naming and financial penalties.



Staying on top of compliance obligations

With frequent changes to workplace practices, payroll rules and government legislation, staying on top of compliance obligations can feel like an impossible task.

Roubler's intelligent features help keep businesses ahead of the curve. Whether it's a change in pay rate, break times for certain age brackets, tracking hours worked, notifications to let you know an employee's birthday is approaching and their requirements are changing, Roubler covers it all.

Best of all, Roubler provides visibility across the entire employee lifecycle. This means you have a complete digital ledger of activity to provide should you ever be subject to an audit.

Ultimate peace of mind

At Roubler we take the complexity out of compliance, helping reduce risk for UK businesses.

Whether it's complex rules such as calculating holiday or sick pay, or frequent rate changes such as national minimum wage, we take care of it all through our powerful pay rules engine and built-in checks and measures.

Unlike other software providers, we will give you a system that is compliant from day one, reducing the risks around accidental misinterpretations of the intricacies of payroll.

Audits can be stressful for payroll teams and leadership alike. Our built-in reporting features and audit controls enable you to export workforce data and run payroll reports in seconds, helping ensure everything runs smoothly at audit time.

Always-on compliance

Roubler was built with compliance at its core.

With Roubler, compliance doesn't just begin with payroll; it is a best practice embedded throughout your business thanks to our all-in-one solution.

Relevant checks and measures are built in to ensure line managers don't make accidental mistakes when building rotas or approving shifts.

Only the appropriate users – those with the relevant knowledge and permissions levels – are able to override these settings.

This gives you the peace of mind of knowing that your business is not at risk.

Best of all, our easy-to-use software gives you everything you need to recruit, onboard, rota, manage and pay your staff, all while ensuring compliance is a priority.



All-in-one workforce management

Roubler is a unique workforce management solution trusted by businesses all over the world including MAC, WHSmith, Estee Lauder and MUJI.

We'll help you to recruit, onboard, schedule, manage and pay your staff, all while providing data clarity and real-time analytics across every aspect of your workforce.

We bring you true peace of mind, knowing that Roubler's always-on compliance and risk management tools are with you every step of the way.

By harnessing the latest AI, machine learning and automation we are providing a new depth of insight and intelligence, and shaping the workforces of tomorrow.

Want to find out more?

Call us on +44 20 3514 6747
or email info@roubler.com



Recruit

Find and attract the very best talent to join your team.



Onboard

Automate employee onboarding and go paperless.



Schedule

Create efficient rotas with a single click.



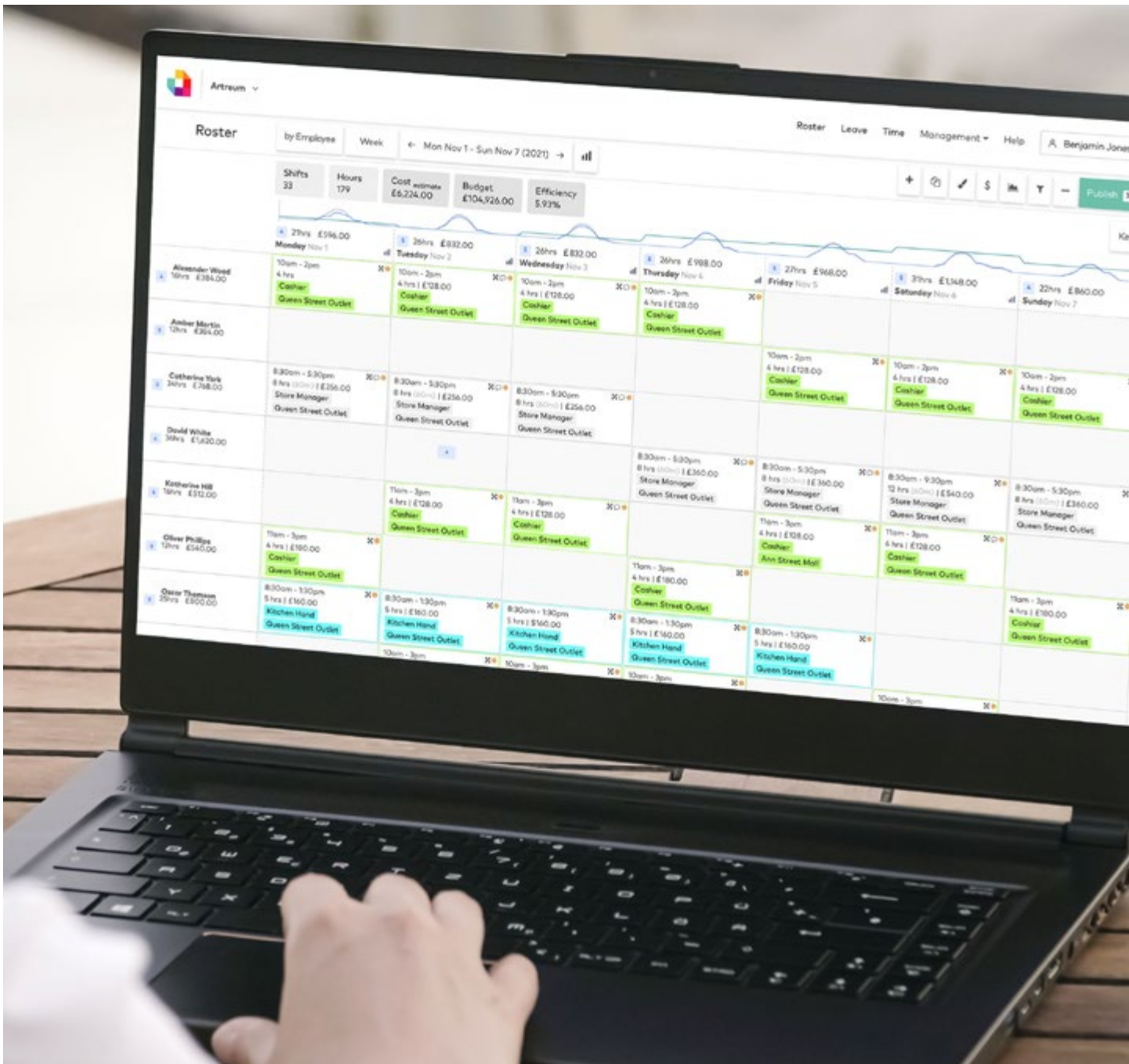
Manage

Manage employees seamlessly at every stage.



Pay

Enjoy peace of mind with built-in compliance.



Find out more

Want to learn more about workforce management and compliance?

Call us on +44 20 3514 6747
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www.roubler.com/uk