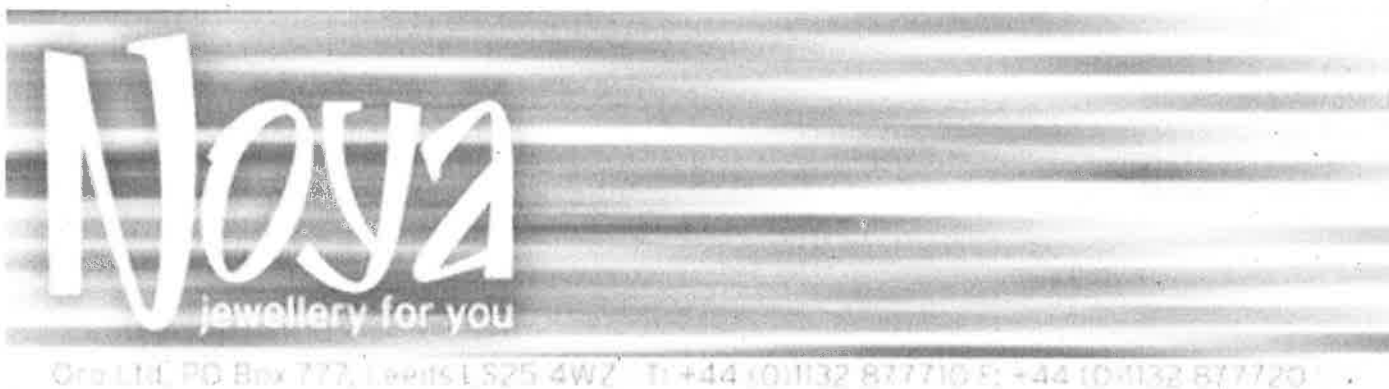


Employment practices review

From:
Sent: 09 May 2017 19:35
To: Employment practices review
Subject: Modern Employment Review & Impact on SME's - Matthew Taylor - Oro Ltd

Follow Up Flag: Follow up
Flag Status: Completed



Dear Matthew

I understand that you have got a pretty big job on your hands coming up with recommendations in relation to modern employment practices.

We are an SME that has been trading profitably since 1999 and employs a small number of people. We are not a high flying business where impressing Venture Capitalists with potential growth is more important than reality.

We are however not untypical of the many many small businesses that account for millions of jobs in the UK.

My concern is that yourself and the panel of experts supporting the six month review do not appear to have any direct experience of what is like to run a typical SME and may not therefore really understand the psyche of the small business owner or the impact of any recommendations that are to be made.

I listened to your slot on Radio 4 this morning and I am sorry but it was as if you were talking in riddles and did nothing to dispel my fears.

I appreciate that the subject is very complex and the combination of changes in tax and employment law coupled with the improvement in IT systems and the Internet has created its own set of problems.

As a small business, all we really want to do is focus on our core business activity, produce great product, give good customer service, be fair to our staff, pay tax on the profits we make and not be distracted into spending our time understanding and complying with government legislation or picking up the welfare costs that would more efficiently be dealt with by government if they had the courage to address the issues directly.

I hope you are able to assure me that your team really does include people that truly understand how it feels to be an SME and that their concerns are listened to and not ignored.

Tax and employment law should be important drivers of growth, I think increasingly this has not been the case and those that government have sought to protect have actually been disadvantaged by the new working practices that the changes have fostered.

One tip when making recommendations perhaps would be to think of SME's as individuals rather than businesses.

If I may be of any help, albeit that we may or may not approach this from a different prospective, please do not hesitate to get in touch.

Good luck and please do not forget there are many, many people just like me out there striving to make a living and a future for the small bunch of individuals that make up Oro.

Warm regards

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