

Payroll Services Torquay team have a new home!

Bishop Fleming have moved offices within Torquay to a new modern open plan office near the Willows. Whilst for many years we enjoyed overlooking Torquay sea front, our new location provides a far better working environment, enabling the Torquay Payroll team to work closer together, aiding internal communication and teamwork, which we believe will benefit our clients. The move enables us to continue to develop a closer working relationship with our Bishop Fleming tax team allowing us to deliver a more holistic service to our clients. The new office has been designed to encourage agile working, helping well-being and to provide a social work environment. We are very proud of our new office and look forward to many of our clients visiting us here. **Our new Torquay office address is: Century House, Nicholson Road, Torquay, TQ2 7TD.**

Highest possible score achieved in recent BACS inspection

We are pleased to report that Bishop Fleming Payroll Services achieved the highest possible score in our recent triannual BACS bureau inspection. Governing body, Pay UK, were more than happy that our processes, IT and physical security were of the highest possible standards.

Our BACS bureau is an efficient service that provides peace of mind to our clients that this administrative burden has been completed for them, on time, every time. Clearly excellent cyber security is paramount to ensuring our clients payroll, pension and 3rd party payments are securely processed everytime.



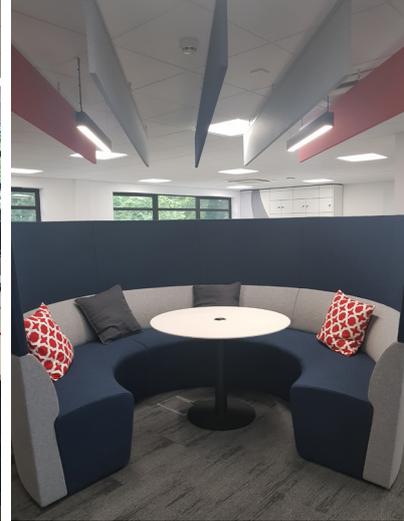
Accountants raise £25,000 for several charities after successful Three Peaks Challenge

A group of 33 employees have scaled the heights of endurance in their successful attempt to climb a trio of mountain peaks, whilst raising over £25,000 for charity. The group, from across the firm, climbed Ben Nevis in Scotland, Scafell Pike in the Lake District and Snowdon in Wales. They all enjoyed the challenge and were blessed with great weather and spectacular views.

The firm is celebrating its centenary year and has pledged to raise £100,000 for charity. Team members raised funds for their chosen charities and the total will be added to the firms overall fundraising pot.

The team left Bishop Flemings Exeter office on June 20 and travelled to Ben Nevis where they began their first climb at 5pm on June 21. Travelling over 2,000 miles and walking a total of 40 kilometres with a climb of over 3,000 metres.

Will, our Partner for Payroll (who took part in the challenge) said: "The challenge was a perfect fit for our centenary year, it was an opportunity to get a Bishop Fleming team together and raise funds for charity. Congratulations to all the team for completing the three peaks challenge."



Cycle to work scheme implementation guidance for employers

Earlier this month as part of Bike Week, the government announced that it would be refreshing guidance to help to increase the use of e-bikes, helping to tackle congestion, speed up commutes and cut travel costs. The refreshed guidance from the Department for Transport is available to access on gov.uk - Cycle to Work Scheme Guidance for Employers.

E-bikes have an integrated motor that helps a cyclist pedal, allowing them to reach speeds of up to 15.5 mph in the UK. They are seen as a game changer for their potential to make it easier for older or less fit people to make cycling a part of their commute. 70,000 e-bikes are reported to have been sold in the UK last year. The refreshed guidance makes it easier for employers to provide bicycles and equipment including e-bikes worth over £1,000, by making it clear that Financial Conduct Authority (FCA) authorised third party providers are able to run the scheme on their behalf.

To promote healthier journeys to work and to reduce environmental pollution, the 1999 Finance Act introduced an annual tax exemption, which allows employers to loan cycles and cyclists' safety equipment to employees as a tax-free benefit. The exemption was one of a series of measures introduced under the Government's Green Transport Plan.

Since then employers have been encouraged to get their workforces cycling through loan and pooled cycle schemes, and now the Government has introduced a new era of green commutes with e-bike Cycle to Work scheme. As well as boosting air quality and reducing emissions, switching from car, bus, tube or train to e-bikes, could save commuters an average of £7,791 over 5 years.

Bishop Fleming welcome this initiative, which helps to promote both a healthier workforce and greener environment.

GDPR - a reminder to be careful with sensitive data

Bounty (UK) Limited have been fined £400,000 by The Information Commissioner's Office (ICO) for illegally sharing personal information belonging to more than 14 million people.

An ICO investigation found that Bounty, a pregnancy and parenting club, collected personal information for the purpose of membership registration through its website and mobile app, merchandise pack claim cards and directly from new mothers at hospital bedsides. But the company also operated as a data broking service until 30 April 2018, supplying data to third parties for the purpose of electronic direct marketing. Bounty breached the Data Protection Act 1998 by sharing personal information with a number of organisations without being fully clear with people that it might do so.

The company shared approximately 34.4 million records between June 2017 and April 2018 with credit reference and marketing agencies, including Acxiom, Equifax, Indicia and Sky. These organisations represented the four largest recipients out of a total of 39 organisations which Bounty confirmed it shared personal data with. The personal information shared was not only of potentially vulnerable, new mothers or mothers-to-be but also of very young children, including the birth date and sex of a child.

We at Bishop Fleming note this as a stark reminder for the need to keep sensitive data secure and only used for the reason it has been entrusted.