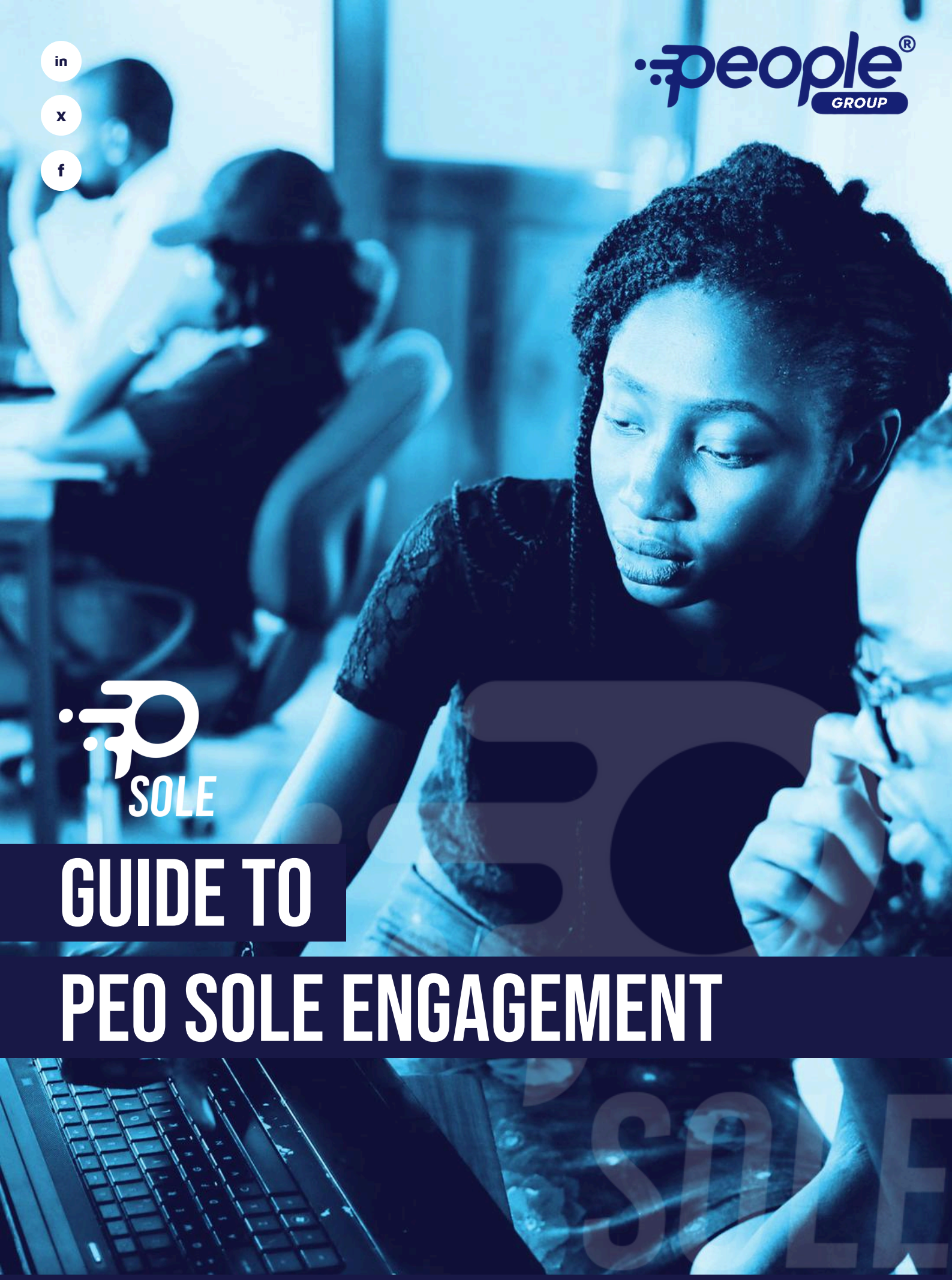


GUIDE TO PEO SOLE ENGAGEMENT

Version 1.0 2026

www.peoplegroupservices.com

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PEO Sole Engagement

Everything your agency needs to know about People PEO Sole Engagement – how the rate works, how it compares with umbrella and PEO Joint, your workers' rights on assignment and how we switch your workers.

ABOUT US

People Group Services is a family-owned business with a long history of providing compliant payroll services to recruitment agencies and their contractors.

Founded by CEO Terry Hillier in 2007 as RACS Group, to give supply teachers a compliant way to be paid, the business grew and became a shining light of compliant payroll within the industry, picking up numerous business awards along the way.

In 2017 the business rebranded with a fresh new look. People Group Services was born, offering a range of enhanced payroll solutions – and nearly 20 years on we remain family-owned, built around people.

2007

RACS Group begins

A payroll business built around recruitment agencies and contractors.

2017

People Group evolves

New branding and broader payroll, compliance and PEO routes.

TODAY

More than payroll

Technology, compliance visibility, rewards and people support.

NEXT

Keep making it simpler

Clearer journeys and better tools for agencies and contractors.

OUR SOLUTIONS

People Group Services was created to fit the needs of an ever-changing contingent workforce. Typical payroll solutions have become outdated and no longer provide the experience that a tech savvy market expects. This is where PGS is different.

Broken down between Pay and Compliance, PGS provides a suite of services which create a seamless candidate experience, ensuring complete transparency and a full audit trail visible to recruiters, end-hirers and contractors.

Wrapped up in a simple and coherent package, PGS is the choice of like-minded forward thinkers.

We offer a solution that can fit agency requirements. Our partnership approach means that we will work with you to ensure our products will optimise your business efficiencies and maximise value.

Every route is accredited and compliant, with full supply-chain transparency. Not sure which fits? We'll compare them for you, free and with no obligation.

> *"Communication has been exceptional, and we are very thankful for everything you have done to get things in place smoothly for our contractors and all your help & advice."*
>
> ***Company Director,***
> ***Vida Education***

PEO SOLE ENGAGEMENT

People PAYE engages agency workers directly under a contract for services and supplies them to your agency. The worker's rate is the headline rate, with engagement costs and the PGS margin charged separately to the agency. Simple payslips and no fee to the worker.

UMBRELLA	JOINT	SOLE	CIS
Umbrella	**PEO Joint Employment**	**PEO Sole Engagement**	**CIS**

Four clear payroll routes – Umbrella, PEO Joint Employment, PEO Sole Engagement and CIS.

GUIDE TO PEO SOLE

What is PEO Sole?

PEO stands for Professional Employment Organisation. People PEO Sole is an outsourced PAYE engagement and payroll solution developed for the UK recruitment market.

Worker onboarding, assignment administration, statutory payments and clear payroll reporting – in one supported service.

The PEO model originated in the USA, where smaller businesses worked together through a larger organisation to access benefits such as life and medical cover at group rates. People Group Services has led the way in the sector, bringing the model to the UK and modifying it to create a solution that is perfect for the UK market.

With PEO Sole, **People PAYE Limited engages agency workers directly under a contract for services** and supplies them to your agency. The worker is a worker, not an employee – of People PAYE or of your agency – and each assignment is a separate contract that ends when the assignment ends.

How does it work?

Put simply, it's outsourced PAYE with some advantageous elements for both recruitment agencies and workers.

STEP 1

PEO Sole starts with the worker's agreed gross rate – the headline rate – set at a level that supports the National Living Wage / NMW and AWR before any worker deductions. This is the figure that appears on the payslip.

STEP 2

People PAYE separately charges the agency for the engagement costs – employer's National Insurance, employer's pension, the Growth and Skills Levy[1] and a small provision for statutory pay – plus the PGS margin. These are a business-to-business charge and are never deducted from the worker's agreed rate.

STEP 3

We run payroll daily. PAYE tax, worker National Insurance and any worker pension contribution are deducted, and pay is guaranteed in the worker's account before 9am the following day by Faster Payments.

From the worker's perspective the payslip is much easier to understand: all that is displayed are the deductions they are familiar with. The personal illustration and Key Information Document (KID) set out the full breakdown – resulting in far fewer questions to the agency or the payroll provider, greater transparency and enhanced trust.

[1] Growth and Skills Levy (G&S Levy) – from August 2026 the government's new name for the Apprenticeship Levy. Payslips, Key Information Documents and contracts issued before the change may still call it the Apprenticeship Levy or App Levy.

SIMPLICITY
TRANSPARENCY
EFFICIENCY

> *"People Group protect our brand by providing transparent and efficient solutions like PEO, where no questions need to be asked."*
>
> ***MD, Educated Recruitment***

Why is PEO Sole different from umbrella?

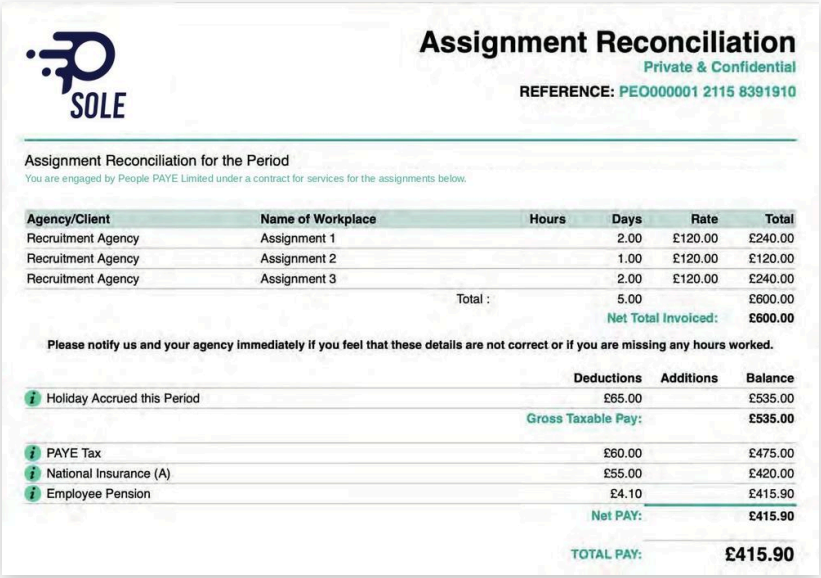


With PEO Sole the worker's rate is the headline rate. Engagement costs and the PGS margin are charged to the agency on top, and VAT applies to the invoice in the normal way. The personal illustration and KID set out the full breakdown.

[1] Growth and Skills Levy (G&S Levy) – from August 2026 the government's new name for the Apprenticeship Levy. Payslips, Key Information Documents and contracts issued before the change may still call it the Apprenticeship Levy or App Levy.

PEO SOLE VS UMBRELLA

Pay Advice Comparison



SOLE

Assignment Reconciliation

Private & Confidential

REFERENCE: PEO000001 2115 8391910

Assignment Reconciliation for the Period

You are engaged by People PAYE Limited under a contract for services for the assignments below.

Agency/Client	Name of Workplace	Hours	Days	Rate	Total
Recruitment Agency	Assignment 1		2.00	£120.00	£240.00
Recruitment Agency	Assignment 2		1.00	£120.00	£120.00
Recruitment Agency	Assignment 3		2.00	£120.00	£240.00
		Total :	5.00		£600.00
				Net Total Invoiced:	£600.00

Please notify us and your agency immediately if you feel that these details are not correct or if you are missing any hours worked.

	Deductions	Additions	Balance
Holiday Accrued this Period	£65.00		£535.00
	Gross Taxable Pay:		£535.00
PAYE Tax	£60.00		£475.00
National Insurance (A)	£55.00		£420.00
Employee Pension	£4.10		£415.90
	Net PAY:		£415.90
	TOTAL PAY:		£415.90

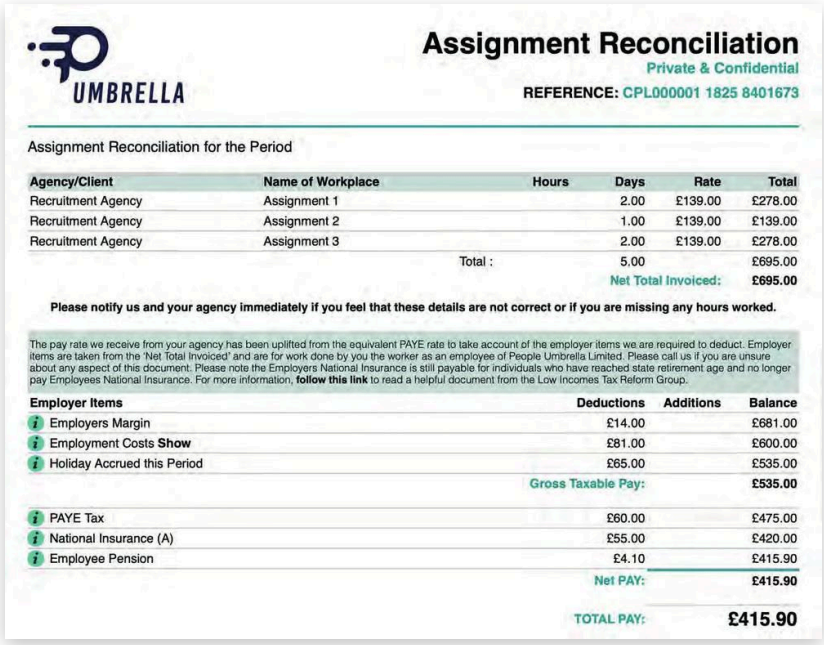
Assignment rate

PEO Sole: £120.00 a day – the worker's own rate

Both assignment reconciliations show the total pay (the worker's gross earnings) to be the same. With PEO Sole the assignment rate **is** the worker's rate: People PAYE invoices the agency separately for the engagement costs and margin. The umbrella assignment rate is inflated to account for the employer costs that must be deducted from it.

Assignment rate

Umbrella: £139.00 a day



UMBRELLA

Assignment Reconciliation

Private & Confidential

REFERENCE: CPL000001 1825 8401673

Assignment Reconciliation for the Period

Agency/Client	Name of Workplace	Hours	Days	Rate	Total
Recruitment Agency	Assignment 1		2.00	£139.00	£278.00
Recruitment Agency	Assignment 2		1.00	£139.00	£139.00
Recruitment Agency	Assignment 3		2.00	£139.00	£278.00
	Total :		5.00		£695.00
				Net Total Invoiced:	£695.00

Please notify us and your agency immediately if you feel that these details are not correct or if you are missing any hours worked.

The pay rate we receive from your agency has been uplifted from the equivalent PAYE rate to take account of the employer items we are required to deduct. Employer items are taken from the 'Net Total Invoiced' and are for work done by you the worker as an employee of People Umbrella Limited. Please call us if you are unsure about any aspect of this document. Please note the Employers National Insurance is still payable for individuals who have reached state retirement age and no longer pay Employees National Insurance. For more information, **follow this link** to read a helpful document from the Low Incomes Tax Reform Group.

Employer Items	Deductions	Additions	Balance
Employers Margin	£14.00		£681.00
Employment Costs **Show**	£81.00		£600.00
Holiday Accrued this Period	£65.00		£535.00
	Gross Taxable Pay:		£535.00
PAYE Tax	£60.00		£475.00
National Insurance (A)	£55.00		£420.00
Employee Pension	£4.10		£415.90
	Net PAY:		£415.90
	TOTAL PAY:		£415.90

The umbrella assignment rate is usually the rate that is advertised, which creates confusion because workers believe it is their actual pay rate – even though their KID should explain all the deductions. With PEO Sole the rate a worker is quoted is the rate on their payslip.

PEO SOLE OR PEO JOINT?

People PEO offers two distinct routes. Both use PAYE, provide access to our benefits package and give workers a simple payslip. The difference is who engages the worker – and on what terms.

	PEO Sole Engagement	PEO Joint Employment
Who engages the worker	People PAYE Limited, under a contract for services	People PAYE Limited and your agency, as joint employers
Contract with the worker	Contract for services (28-section terms); each assignment is separate	Contract of employment naming both employers
Worker status	Worker – not an employee of People PAYE or the agency	Employee of both joint employers
Rights	Worker rights on assignment – statutory pay without statutory leave	Full employee rights
Rate basis	Worker's rate is the headline rate; engagement costs and margin charged to the agency	True gross pay is the headline rate; uplift charged to the joint employers
VAT	VAT applies to the invoice in the normal way	Only 1% – 4% of the invoice attracts VAT (VAT Notice 700/34)
Agency's role	Employment business supplying the worker to the hirer	Joint employer sharing day-to-day responsibilities
Worker guide	Your rights on assignment	Your employment rights

Choose PEO Sole when…

- you want a simple outsourced PAYE engagement without becoming a joint employer
- workers move between hirers and assignments
- you want the worker's own rate to be the headline rate

Consider PEO Joint when…

- contracts state the agency must be the employer
- you work in a VAT-sensitive sector such as healthcare, education or charities
- you want workers to feel part of your agency

Not sure which route fits? We'll compare them for you, free and with no obligation. Our separate **Guide to PEO Joint Employment** explains the joint route in full.

WHO DOES WHAT

Who does what when your workers are engaged through People PEO Sole. The worker is not an employee of People PAYE or of your agency – each assignment is a separate contract for services.

ACTION	AGENCY	PEOPLE PAYE
Right to work checks	✓	✓
Identity checks	✓	
Qualification and DBS checks	✓	
Experience and reference requirements	✓	
Find assignments	✓	
Issue the Key Information Document (KID) before agreeing terms	✓	
Check AWR requirements (equal treatment after 12 weeks)	✓	
Specific insurance requirements	✓	
Issue and receive timesheets	✓	
Invoice hirer for charge rate	✓	
Receive payment from hirer	✓	
Pay People PAYE invoice (gross pay + engagement costs + PGS margin)	✓	
Issue contract for services and Assignment Schedule		✓
Obtain other personal info		✓
Issue personal illustration and KID figures		✓
Issue data processing info and obtain consent		✓
Gross pay at or above the National Living Wage / NMW		✓
Calculate employer NI, pension and G&S Levy[1]		✓
Calculate holiday pay (5.6 weeks / 12.07%)		✓
Calculate and deduct PAYE, worker NI and pension		✓
Submit RTI and pay HMRC		✓
Auto-enrol and administer workplace pension (NEST)		✓
Administer and pay SSP and statutory family pay		✓
Insurance cover up to £10 million		✓
My Wallet benefits and Anytime Wages		✓
Deal with pay queries and concerns (Annex D procedure)		✓

[1] Growth and Skills Levy (G&S Levy) – from August 2026 the government's new name for the Apprenticeship Levy. Payslips, Key Information Documents and contracts issued before the change may still call it the Apprenticeship Levy or App Levy.

THE ADVANTAGES OF PEO SOLE...

Guaranteed compliance

One of the many benefits of PEO Sole is its simplicity. It ensures complete transparency for the worker and the assurance of compliance for the agency: set the worker's rate based on the appropriate AWR and minimum wage values, and the engagement costs are calculated and charged separately – no difficult-to-estimate deductions from the worker's pay.

Outsourcing the admin burden

People PAYE engages the worker and takes on the payroll and engagement administration. You save time and money by avoiding the hidden expenses of running in-house PAYE, including payroll and admin staffing, software, licensing, insurances, statutory costs and legal costs. When comparing these true costs, in-house PAYE is approximately 2% more expensive than outsourced PEO.

Happy workers

Completely free to workers, with a range of benefits that drive satisfaction.

My Wallet

A points-based rewards platform: each time a worker is paid they earn points to spend on the benefits they prefer – learning and qualifications, family activities, food and drink, wellbeing and more. It sits alongside insurance cover up to £10 million, full holiday and statutory pay as standard and work-based pension options.

Anytime Wages

Qualifying workers can request an advance of their wages before payday through a 24/7 automated portal service.

Easily accessible service

Our dedicated Client Care team are available by phone and email, and the 24/7 portal lets workers check payslips, KIDs and documents and update their details at any time.

Agency First Response

Our first response system keeps your agency in line with the rules on when you first issue a Key Information Document. It issues, stores and demonstrates that each document has been passed to the candidate in the correct order – so you pass the first hurdle as an employment business.

Increased worker loyalty

Under PEO Sole the worker is quoted their genuine gross pay rate, not an inflated umbrella rate. The payslip they receive is simpler and much easier to understand, so the level of queries to agencies is dramatically reduced – building loyalty and referrals.

Simple holiday pay process

The portal keeps workers informed of their holiday position in real time and each payslip shows the balance available. Holiday is 5.6 weeks a year, built up while on assignment (12.07% of hours worked where hours are irregular), and we send reminders throughout the holiday year to book it.

Daily payroll

Daily payroll runs, guaranteed in the worker's account before 9am the following day by Faster Payments, with a text notification in advance of pay.

Positive brand experience

The transparency and simplicity of PEO Sole enhances your candidate's journey with you, which means more protection and positive exposure for your brand. Happier workers = happier clients, growing trust and loyalty in your business.

POWER BEYOND PAYROLL

Lead system and Key Information Documents

Our referral and onboarding platform gives you full visibility of each candidate's registration journey. Refer candidates to PGS in a few clicks and generate Key Information Documents with accurate figures based on the worker's true situation, on or before you supply work-finding services. Candidates receive an online application immediately by SMS and email.

Real-time checking against HMRC

Your workers' PAYE is checked against HMRC in real time, with live RTI per-worker records – and our PAYE and VAT accounts are available to you, so you can see that tax has been paid.

Clear documents for every worker

Contract for services, Assignment Schedule, personal illustration, KID, itemised payslips and our **Your rights on assignment** guide – all issued and stored in the worker's 24/7 portal.

YOUR WORKERS' RIGHTS ON ASSIGNMENT

Workers engaged through People PEO Sole (People PAYE Limited) are workers, not employees. Each assignment is a separate contract for services that ends when the assignment ends, and these rights apply while they are on it. Clause numbers refer to the People PEO Sole contract.

Written terms (clauses 3–4)
A contract for services and an Assignment Schedule before each assignment. The agency must give a Key Information Document (KID) before agreeing terms.

Minimum pay (clause 8)
At least the National Living Wage – £12.71 an hour at 21+, £13.21 from 1 April 2027 – paid for verified work even if the agency or client has not paid us.

Payslips and illustrations (clause 9)
An itemised payslip and a weekly personal illustration. Employer NI, employer pension and our margin are never deducted from the agreed gross wage.

Paid holiday (clause 11)
5.6 weeks a year (max 28 days), built up only while on assignment – 12.07% of hours worked if hours are irregular. Holiday year: 1 September – 31 August.

Statutory Sick Pay (clause 12)
Paid where the worker qualifies from the first day of sickness: the lower of £123.25 a week or 80% of average weekly earnings. It is pay, not sick leave.

Statutory family pay (clause 13)
Maternity, paternity, adoption, shared parental, bereavement and neonatal care pay where the worker qualifies – £194.32 a week. There is no statutory leave.

Workplace pension (clause 16)
Auto-enrolment into NEST: at least 3% from us and 5% from the worker on qualifying earnings (£6,240–£50,270 a year). Workers can opt in early via the portal.

Working time (clause 15)
A 48-hour average week unless the worker opts out in writing, a 20-minute break on days over six hours and 11 hours' rest between shifts.

Agency worker equal treatment (clause 14)
Day one: the hirer's shared facilities and job vacancies. After 12 weeks in the same role with the same hirer: the same basic pay, hours and holiday as a direct recruit.

Protection at work (clauses 17–19)
Protection from discrimination and harassment – including by clients and customers from 30 October 2026 – and from detriment for whistleblowing or asserting rights.

Rates are for the 2026/27 tax year unless stated. Workers receive our full **Your rights on assignment** guide; if the law gives more than the contract or this guide, the law applies (clause 1.6).

PAY WITHOUT LEAVE

Employment rights that belong only to employees are not automatically given to workers on a contract for services. Where they qualify they receive statutory pay – but not statutory leave.

Situation	What the worker is paid	The assignment	Holiday and pension
Working on assignment	Paid the agreed gross wage; employer costs are charged to the agency on top. Gross earnings must never fall below the National Living Wage or National Minimum Wage for the worker's age.	Runs to its end date or until either side gives notice (clause 27)	Holiday builds up; pension contributions on qualifying earnings
Sickness	Statutory Sick Pay from the first day where the worker qualifies, for up to 28 weeks	No sick leave: the assignment ends when the absence starts; a new assignment may be offered when fit	No holiday builds up once the assignment has ended
Pregnancy and maternity	Statutory Maternity Pay for up to 39 weeks where the worker qualifies (90% of earnings for the first six weeks)	No maternity leave: no right to return to the assignment	Pension only as the law requires on statutory pay
Paternity, adoption, shared parental	Statutory Paternity, Adoption or Shared Parental Pay where the worker qualifies	No paternity, adoption or shared parental leave	As above
Bereavement and neonatal care	Parental Bereavement Pay or Neonatal Care Pay where the worker qualifies	No statutory leave	As above
Holiday	Holiday pay for what has built up (or rolled-up holiday pay if the Schedule says so)	The assignment is not held open while away	Untaken holiday is paid when an assignment ends (clause 11.7)
Between assignments	Nothing unless the worker works; neither side has to offer or accept work	Framework terms continue between assignments (clause 2.2)	Nothing builds up

Employee-only rights that do not automatically apply

- Unfair dismissal protection
- Statutory redundancy pay
- Statutory minimum notice
- Maternity, paternity, adoption and shared parental leave
- Parental bereavement and neonatal care leave
- Unpaid parental leave and carer's leave
- Time off for dependants
- Flexible working requests
- Bereavement leave (new from April 2027)
- Protection from fire and rehire (from March 2027)

Status depends on how someone actually works, not only on what the contract says (clause 2.1): if a tribunal decided a worker was an employee, these rights would apply. Statutory pay pays for the absence – it is not leave or a right to return.

WHAT CHANGED IN 2026

The Employment Rights Act 2025 became law on 18 December 2025. Some changes apply to workers on a contract for services; others apply only to employees. The Autumn Budget on 28 October 2026 confirmed the April 2027 minimum wage rates.

Now in force

Date	Change	What it means
1 Apr 2026	**Minimum wage**	£12.71 an hour at 21 and over, £10.85 at 18–20 and £8.00 for under-18s and apprentices.
6 Apr 2026	**Statutory Sick Pay reform**	SSP from the first day, no Lower Earnings Limit: the lower of £123.25 a week or 80% of earnings. Still pay without sick leave.
6 Apr 2026	**Umbrella PAYE liability**	Agencies – or clients where there is no agency – are jointly liable for PAYE and NI on umbrella workers' pay.
6 Apr 2026	**Holiday records**	Six years of holiday and holiday pay records must be kept, including rolled-up holiday pay.
7 Apr 2026	**Fair Work Agency**	Now handles complaints about recruitment agencies and enforces the minimum wage.
1 Oct 2026	**Tribunal time limits**	Six months (less one day) for most claims about events on or after 1 October 2026.
30 Oct 2026	**Harassment duties**	All reasonable steps to prevent sexual harassment, including by clients, customers and the public at a client site.

Coming next

When	Area	Expected change
Apr 2027	**Minimum wage and statutory pay**	National Living Wage rises to £13.21; new SSP and statutory family pay rates apply.
Apr 2027	**Fair Work Agency**	Starts enforcing holiday pay – including for agency and umbrella workers.
Date TBC	**Zero and low hours – agency workers**	Hirers to offer guaranteed hours to qualifying agency workers, with reasonable notice of shifts and pay for short-notice cancellations.
Dec 2027	**Umbrella company regulation**	Umbrella companies brought into employment agency regulation, with the Fair Work Agency as regulator.
Apr 2029	**Pension salary sacrifice**	National Insurance relief limited to the first £2,000 a year sacrificed.

Dates come from the government's Employment Rights Act timeline and the Autumn Budget 2026; some still depend on regulations and consultation. Figures as at 31 October 2026.

SWITCHING WORKERS TO PEO SOLE

We understand that change can be unsettling, which is why we've invested considerable time and resources into registering workers smoothly and efficiently. Clear communications and regular updates ensure that everyone is kept up-to-date on progress and any problems can be resolved immediately.

COMMUNICATIONS

From creating email messages & scheduled telephone calls to dedicated landing pages and follow up service, we'll deliver the right communications package to support you and your workers.

REGISTRATIONS

Swift onboarding either by phone at prearranged times or fully online. We keep the process as simple as possible with a constant focus on maintaining our service levels for hassle-free switching to People PEO Sole.

PAY AND BENEFITS

Award-winning payroll with all tax and NI taken at source and reported via RTI to HMRC. Daily payroll runs, guaranteed in the account before 9am the following day, pension options, statutory and holiday pay, and a great set of benefits via the **My Wallet** rewards platform.

TOTAL SUPPORT

Dedicated account manager to oversee the process with ongoing efficiency reviews and HR support. Experienced customer service and registration teams backed up with online resources and tools.

REFERRING CANDIDATES

Online

The best way to refer is via our online referral system. View the progress of your candidates as they go through the registration process. No more phone calls or emails for progress updates – it's all available to view via the intuitive system.

By telephone and email

Referrals can be sent to our experienced Client Care and Registrations team by emailing **clientcare@peoplegroupservices.com**. Alternatively you can phone in the details on **0345 034 1530**.

Migrating/registering groups of workers

If you are considering moving your payroll to People Group Services we'll work with you to agree and facilitate the most efficient way for this to happen. We appreciate that every client's circumstances are different and therefore we adopt a flexible approach to accommodate a range of needs.

We can be responsible for worker communication and marketing, bespoke registration landing pages, dedicated support staff and telephone hotlines – all to promote and meet an agreed deadline and outcome.

Regardless of the method of registration we endeavour to call every newly registered candidate during their onboarding journey.

"By proactively taking the initiative and demonstrating that you care, I am so delighted that you reached out to us a few months ago and that we are now partnered with you."

Dee Kelly, Director,
Red Box Recruitment

"The PGS leads platform makes referring so quick and simple. Making it easier to manage my candidates while cutting down on my admin. I love the fact that it also generates all key information documents."

Rebecca, Provide Education

ADDITIONAL INFO & RESOURCES

The following documents are available on request.

PEO Sole contracts

- Contract for services (worker with People PAYE)
- Agency agreement (People PAYE and agency)

Insurance documents

- Insurance policies

Additional documents

- GDPR statement and privacy policy
- Example payslip and assignment reconciliation
- Example personal illustration and KID
- Your rights on assignment (worker guide)
- The Compliant Contractor Audit Process

OTHER PAY SOLUTIONS

UMBRELLA

The industry's go-to solution for 20 years. Agency workers are engaged directly through People Umbrella under a contract for services, with PAYE payroll, clear payslips and all applicable statutory rights handled within the arrangement.

PEO JOINT EMPLOYMENT

People PAYE and your agency jointly employ the worker and share the day-to-day responsibilities, while we discharge every statutory obligation. Workers feel a stronger sense of belonging with your agency, and only 1% – 4% of our invoice attracts VAT.

CIS

The Construction Industry Scheme. With our Gross Pay Status, People CIS makes CIS payroll simple and efficient for agencies and self-employed subcontractors, taking away the admin burden so they can focus on the job.

ACCREDITATIONS

Independently checked. Openly shown.

We are proud to be part of the most respected bodies in the recruitment industry. Each has a rigorous accreditation process, which gives reassurance and confidence in our compliance credentials and high standards of service. People Group Services is a Professional Passport audited member, an APSCo Trusted Partner and a TEAM Service Provider.

Professional Passport

Audited member · PEO

The largest independent assessor of payment intermediary compliance. Professional Passport sets specific standards for each type of service, so our PEO offering is checked for robust compliance across all areas of applicable legislation, as well as complete transparency.

professionalpassport.com

APSCo

Trusted Partner

APSCo – the Association of Professional Staffing Companies – is the go-to international trade body for professional recruitment companies. As a Trusted Partner we underwent APSCo's robust due diligence, giving its members the confidence that we represent the very best of breed.

apsco.org

TEAM

Service Provider

Established in 1994, TEAM is the UK's largest recruitment network for independently owned businesses – 500+ small and medium-sized recruitment businesses across 700+ locations.

theteamnetwork.co.uk

OUR COMMITMENTS

MEET THE TEAM

The people behind your payroll – sales and partnerships, client care, compliance, payroll, finance, HR and technology, all under one roof in Warminster.



Terry Hillier
Founder & CEO



Andrew Houldsworth
Sales & Partnerships



Michael Hillier
Sales & Partnerships



Mark Clarke
Legal & Compliance



Lucie Clifford
Finance & Compliance



Samantha Harvey
HR & Compliance



Jo Jukes
Client Care



Karen Illston-Baggs
Client Care



Kim Darling
Client Care



Martin Polden
Payroll



Matthew Harrison
Payroll

Your Sole contact



Stephen Billingham
Payroll



David Hughes
Finance



Russell Langan
Finance



Sarah Hillier
HR



Derren Nugent
Technology

CONTACT US

For more information, or to discuss switching to PEO Sole Engagement with our team, please use the details below:
hello@peoplegroupservices.com
peoplegroupservices.com
0345 034 1530
Referrals: **clientcare@peoplegroupservices.com**



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michael.hillier@peoplegroupservices.com



Mark Clarke – Legal & Compliance
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Karen Illston-Baggs – Client Care
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karen.illston-baggs@peoplegroupservices.com

Your PEO Sole Engagement contact on our website: **Matthew Harrison** – Payroll



people® GROUP

peoplegroupservices.com
0345 034 1530
hello@peoplegroupservices.com

TRANSFORMING CONTINGENT WORK, FOR GOOD.

PROFESSIONAL PASSPORT PEO · COMPLIANCE APPROVED & AUDITED

APSCo Trusted Partner

TEAM Service Provider

CYBER ESSENTIALS PLUS

We are a Living Wage Employer

disability confident EMPLOYER

Equal Opportunities EMPLOYER

Inclusive Employers Standard

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