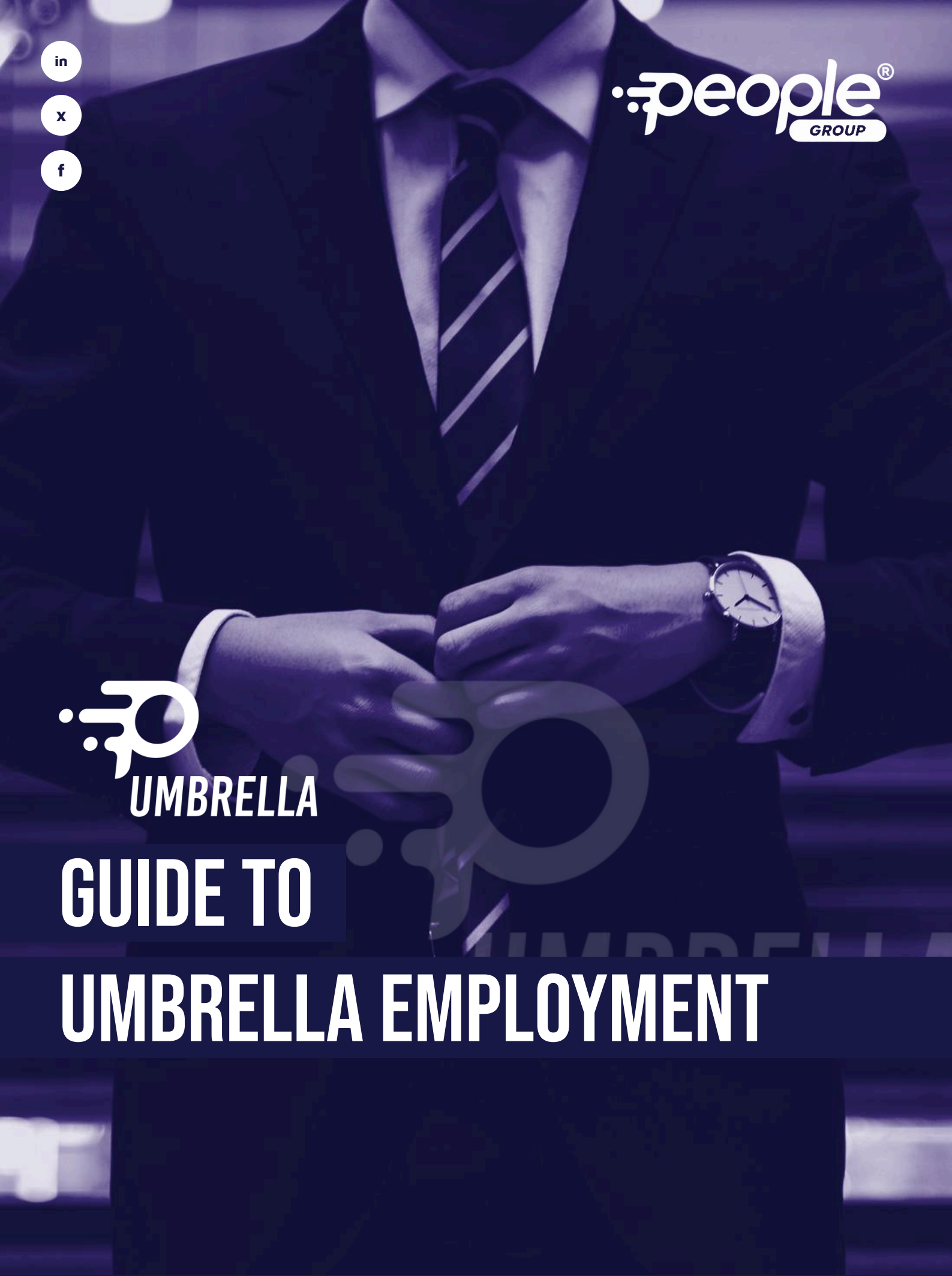


UMBRELLA

GUIDE TO UMBRELLA EMPLOYMENT

Version 1.0 2026

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Umbrella

Everything your agency needs to know about People Umbrella – how the assignment rate becomes take-home pay, your PAYE liability since April 2026, your employees' rights at work 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 Typical payroll solutions have become outdated and no longer provide the experience that a tech savvy market expects.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***

UMBRELLA

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

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

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

GUIDE TO UMBRELLA

What is People Umbrella?

The industry's go-to solution for the last 20 years – for agencies and for the contractors they place. In that time we've processed several million umbrella payslips for thousands of contractors.

Employed. Supported. Paid. A single payroll route for agency workers, with employment costs and payroll administration handled within the umbrella arrangement.

Agency workers are employed directly by **People Umbrella Limited under a contract of employment**. They are employees of People Umbrella – not of your agency or the client – and their employment carries on from one assignment to the next. PAYE tax and National Insurance are deducted automatically, and all applicable statutory obligations are handled as part of the arrangement.

How does it work?

STEP 1

The worker sends their timesheet to your agency, which charges the client. Your agency then pays People Umbrella the agreed assignment rate multiplied by the time worked.

STEP 2

People Umbrella deducts the employer items – our margin, employer's National Insurance, employer's pension, the Growth and Skills Levy[1] and holiday pay provision – to work out the worker's gross pay. Gross pay never falls below the National Living Wage / NMW for the worker's age.

STEP 3

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

Every employee receives their contract of employment, an Assignment Schedule, a weekly personal illustration and an itemised payslip, and your Key Information Document (KID) explains the assignment rate, gross pay and applicable deductions before terms are agreed.

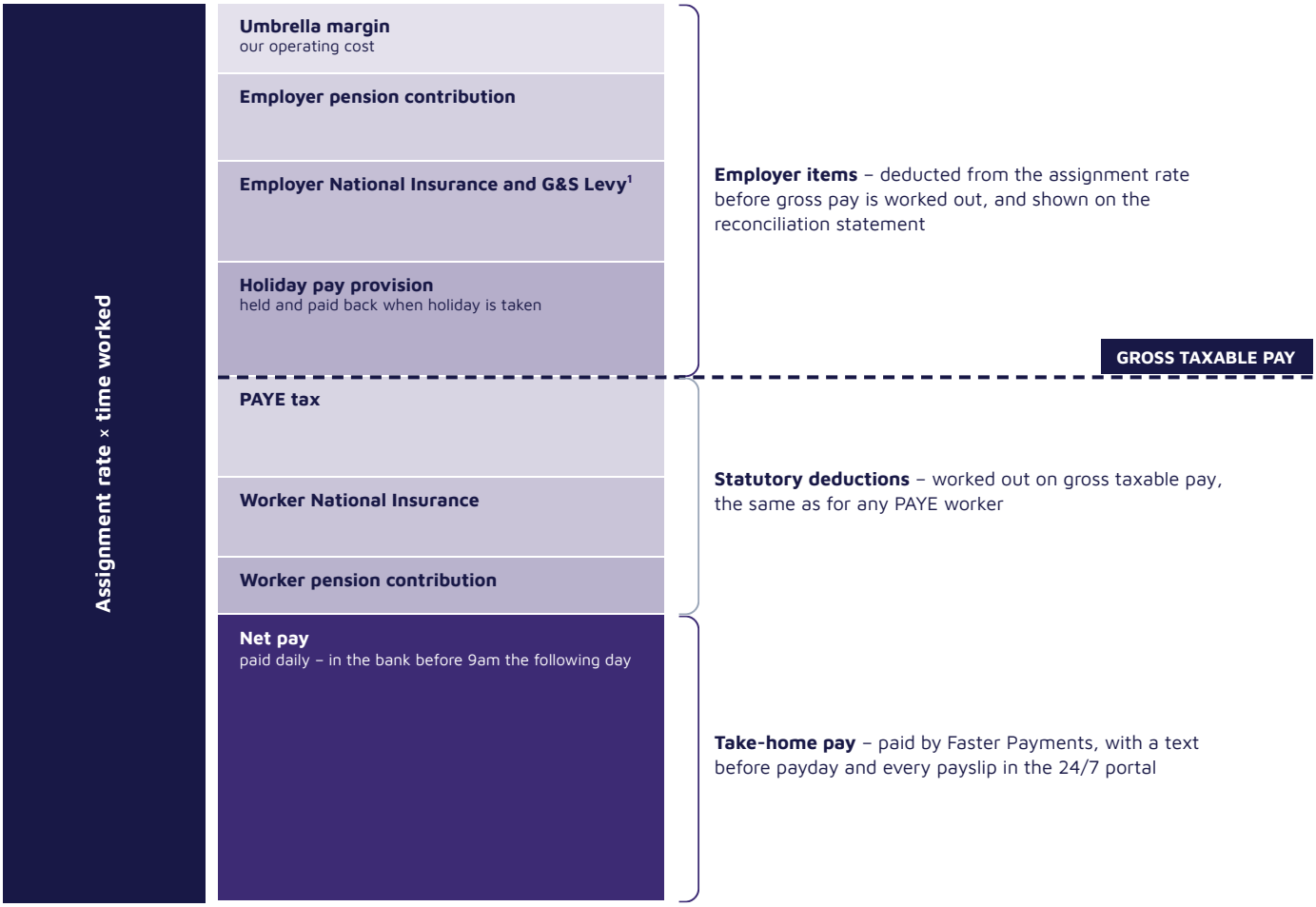
[1] Growth and Skills Levy (G&S Levy) – from August 2026 the government's new name for the Apprenticeship Levy. Payslips, Key Information Documents and contracts issued before the change may still call it the Apprenticeship Levy or App Levy.

SIMPLE CLEAR COMPLIANT

> *"So impressed with PGS. Amazingly responsive and everything is dealt with efficiently – not something you can say about every company."*
>
> ***Company Director, Spencer Ogden***

How the assignment rate becomes take-home pay

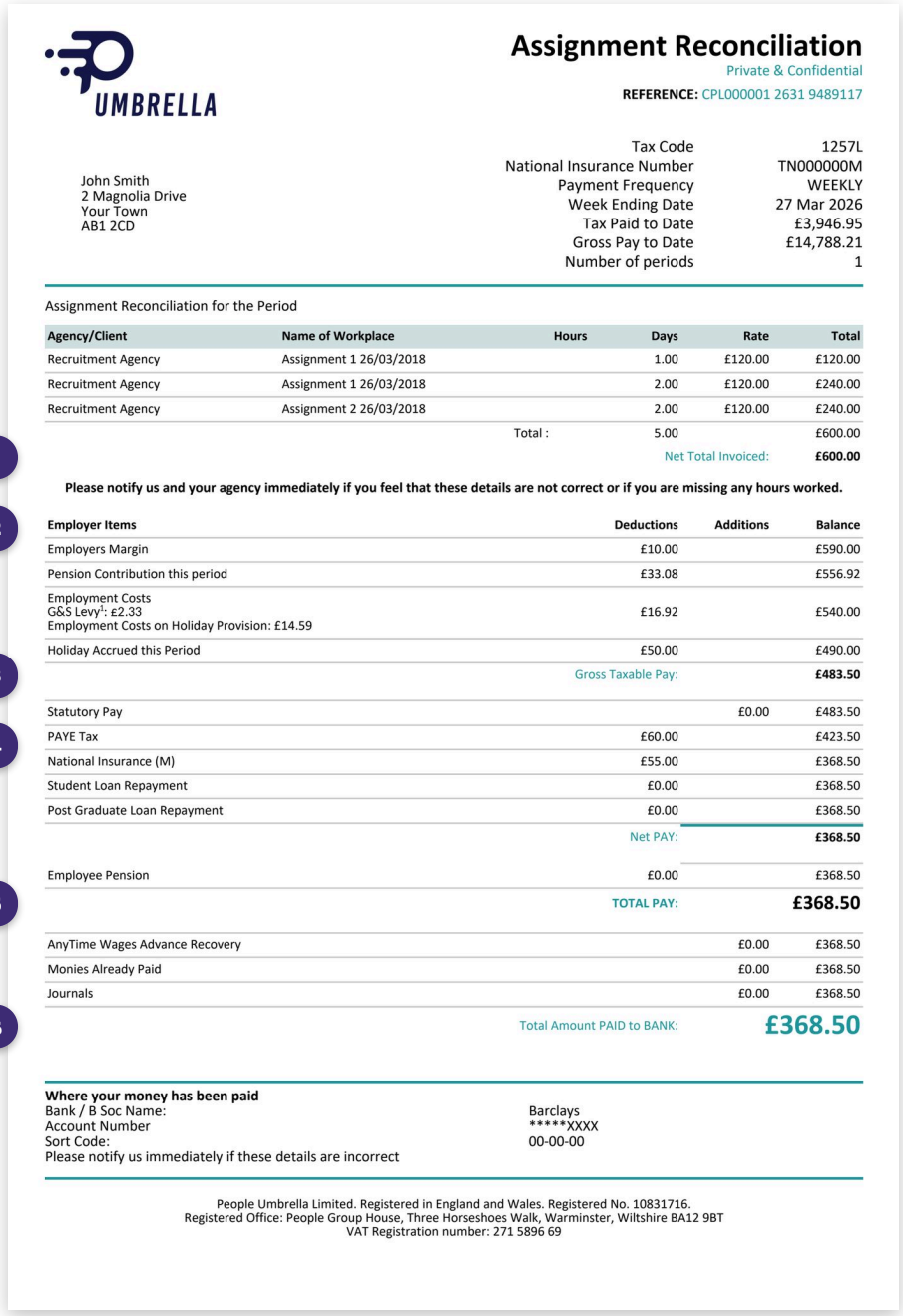
Your agency pays People Umbrella the assignment rate. The reconciliation statement then shows how gross pay is worked out from it – workers should normally see each of these items:



Holiday pay: workers are entitled to paid holiday. Holiday pay is deducted from the assignment rate and paid back when the worker takes holiday and claims paid leave (or rolled up where the Assignment Schedule says so).

[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.

YOUR PAYSLIP EXPLAINED



UMBRELLA

Assignment Reconciliation

Private & Confidential

REFERENCE: CPL000001 2631 9489117

John Smith
2 Magnolia Drive
Your Town
AB1 2CD

Tax Code	1257L
National Insurance Number	TN000000M
Payment Frequency	WEEKLY
Week Ending Date	27 Mar 2026
Tax Paid to Date	£3,946.95
Gross Pay to Date	£14,788.21
Number of periods	1

Assignment Reconciliation for the Period

Agency/Client	Name of Workplace	Hours	Days	Rate	Total
Recruitment Agency	Assignment 1 26/03/2018		1.00	£120.00	£120.00
Recruitment Agency	Assignment 1 26/03/2018		2.00	£120.00	£240.00
Recruitment Agency	Assignment 2 26/03/2018		2.00	£120.00	£240.00
		Total :	5.00		£600.00
				Net Total Invoiced:	**£600.00**

1

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

2

Employer Items	Deductions	Additions	Balance
Employers Margin	£10.00		£590.00
Pension Contribution this period	£33.08		£556.92
Employment Costs G&S Levy[1]: £2.33 Employment Costs on Holiday Provision: £14.59	£16.92		£540.00
Holiday Accrued this Period	£50.00		£490.00

3

	Gross Taxable Pay:		**£483.50**
Statutory Pay		£0.00	£483.50

4

PAYE Tax	£60.00		£423.50
National Insurance (M)	£55.00		£368.50
Student Loan Repayment	£0.00		£368.50
Post Graduate Loan Repayment	£0.00		£368.50
	Net PAY:		**£368.50**
Employee Pension	£0.00		£368.50

5

	TOTAL PAY:		**£368.50**
AnyTime Wages Advance Recovery		£0.00	£368.50
Monies Already Paid		£0.00	£368.50
Journals		£0.00	£368.50

6

Total Amount PAID to BANK:	**£368.50**

Where your money has been paid

Bank / B Soc Name:	Barclays
Account Number	*****XXXX
Sort Code:	00-00-00

Please notify us immediately if these details are incorrect

People Umbrella Limited. Registered in England and Wales. Registered No. 10831716.
Registered Office: People Group House, Three Horseshoes Walk, Warminster, Wiltshire BA12 9BT
VAT Registration number: 271 5896 69

Our sample umbrella payslip – the assignment reconciliation every worker receives.

1 Net total invoiced

The assignment rate multiplied by the time worked – what your agency pays People Umbrella.

2 Employer items

Our margin, employer pension, employment costs (G&S Levy[1] and employer NI) and holiday accrued are deducted first.

3 Gross taxable pay

The worker's gross pay after the employer items.

4 Statutory deductions

PAYE tax, National Insurance and any student or postgraduate loan – just like any PAYE payslip.

5 Total pay

Take-home pay after any employee pension contribution.

6 Paid to bank

Paid by Faster Payments – before 9am the day after payroll runs.

Every payslip is available in the worker's 24/7 portal, with a text notification in advance of pay. Workers have a right to a payslip that shows their pay, and the reconciliation statement shows how gross pay is worked out from the assignment rate.

[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.

PAYE LIABILITY FOR AGENCIES

Since 6 April 2026, recruitment agencies – or the client, where there is no agency – are jointly liable for the PAYE and National Insurance due on umbrella workers' pay. If an umbrella company in your supply chain does not pay HMRC, HMRC can come to you.

That makes the umbrella you choose a compliance decision, not just a payroll one. People Umbrella is built to give you the evidence you need:

Real-time checking against HMRC
Workers' PAYE is checked against HMRC in real time, with live RTI per-worker records you can rely on.

PAYE & VAT accounts available to you
Our PAYE and VAT accounts are available to agencies, so you can see that the tax on your workers' pay has been paid.

Independently audited
People Group Services is a Professional Passport audited member for Umbrella, an APSCo Trusted Partner and a TEAM Service Provider.

Check every payslip and illustration
Make sure every worker receives a KID before terms are agreed, and check payslips and illustrations against the assignment rate you pay. Our reconciliation statements make that simple.

Coming next: umbrella regulation
From December 2027 umbrella companies are expected to be brought into employment agency regulation, with the Fair Work Agency as regulator. People Umbrella already works to the standards our accreditations require.

WHO DOES WHAT

Who does what when your workers are employed through People Umbrella. The worker is an employee of People Umbrella under a contract of employment – not an employee of your agency.

ACTION	AGENCY	PEOPLE UMBRELLA
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 Umbrella the assignment rate for time worked	✓	
Check payslips and illustrations (PAYE liability since April 2026)	✓	
Issue contract of employment 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, employee 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.

UMBRELLA OR PEO?

All three routes use PAYE, give workers access to My Wallet and our benefits package, and are accredited. The key difference is the rate basis – who pays the employer costs, and what the worker sees as their rate.

	Umbrella	PEO Sole	PEO Joint
Who employs the worker	People Umbrella Limited	People PAYE Limited	People PAYE and your agency jointly
Contract	Contract of employment	Contract of employment	Contract of employment (joint)
Headline rate	Assignment rate – includes employer items and holiday provision	Worker's own gross rate	Worker's true gross rate
Employer costs and margin	Deducted from the assignment rate	Charged to the agency on top	Charged to the joint employers on top
Payslip	Reconciliation showing employer items, then PAYE	Simple PAYE payslip	Simple PAYE payslip
VAT	VAT on the full invoice	VAT on the full invoice	Only 1% – 4% of the invoice

Umbrella suits…

- a single, all-inclusive assignment rate
- workers who are familiar with umbrella payroll
- agencies who want employment costs handled inside the rate

Looking for outsourced payroll?

Please consider our People PEO options: the worker's own rate is the headline rate and the payslip is simpler. Our **Guide to PEO Sole Employment** and **Guide to PEO Joint Employment** explain both.

Not sure which fits? Request a payroll comparison – free and with no obligation.

THE ADVANTAGES OF PEOPLE UMBRELLA

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.

Completely compliant process

All applicable statutory rights, statutory pay as standard, compliant holiday management and work-based pension options – with real-time checking against HMRC and live RTI per-worker records.

Insurance cover up to £10 million

Workers are covered by our insurance package up to £10 million as standard, so agencies and hirers don't have to arrange it.

My Wallet rewards

A points-based platform: workers earn points each time they are paid and redeem them on the rewards they want – learning and qualifications, family activities, food and drink, wellbeing, contractor mortgages and more.

Anytime Wages

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

Dedicated Client Care team

Our friendly Client Care team are on hand by phone and email, and the password-protected 24/7 portal lets workers check and download every payslip and document.

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 in a few clicks and generate Key Information Documents with accurate figures every time, on or before you supply work-finding services. Candidates receive an online application immediately by SMS and email.

Agency First Response

Our first response system 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.

Positive brand experience

Clear payslips, fast pay and a responsive Client Care team protect your brand at the moment that matters most to your workers – payday. Happier workers = happier clients.

YOUR EMPLOYEES' RIGHTS AT WORK

Workers placed through People Umbrella are employees of People Umbrella Limited under a contract of employment. Their employment carries on from one assignment to the next, so continuity of employment builds up, and these rights apply throughout.

Written terms
A contract of employment from day one, with an Assignment Schedule for each assignment. The agency must give a Key Information Document (KID) before agreeing terms.

Minimum pay
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
An itemised payslip and a weekly personal illustration showing how gross pay is worked out from the assignment rate.

Paid holiday
5.6 weeks a year (max 28 days) – 12.07% of hours worked if hours are irregular. Holiday year: 1 September – 31 August.

Sick pay and sick leave
Statutory Sick Pay where the employee qualifies, from the first day of sickness: the lower of £123.25 a week or 80% of average weekly earnings. Their job carries on while they are unfit to work.

Family leave and pay
Maternity and adoption leave, and paternity and unpaid parental leave from day one; shared parental, bereavement and neonatal care leave – with statutory pay (£194.32 a week) where the employee qualifies.

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

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

Agency worker equal treatment
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
Protection from discrimination and harassment – including by clients and customers from 30 October 2026 – from detriment for whistleblowing, and from unfair dismissal once qualified.

Rates are for the 2026/27 tax year unless stated. Employees receive our full **Your employment rights** guide; if the law gives more than the contract or this guide, the law applies.

PAY AND LEAVE

As employees, they have statutory leave as well as statutory pay. Where they qualify they can take the leave and come back, and their employment – and continuity of employment – carries on.

Situation	What the employee is paid	Their employment	Holiday and pension
Working on assignment	Paid from the umbrella rate – the agency's inclusive rate, less our margin and employer costs, gives gross pay. Gross earnings must never fall below the National Living Wage or National Minimum Wage for the employee's age.	Runs to its end date or until it is ended with notice	Holiday builds up; pension contributions on qualifying earnings
Sickness	Statutory Sick Pay from the first day where the employee qualifies, for up to 28 weeks	Sick leave: their employment carries on while they are unfit to work	Holiday and pension as the law requires
Pregnancy and maternity	Statutory Maternity Pay for up to 39 weeks where the employee qualifies (90% of earnings for the first six weeks)	Up to 52 weeks' maternity leave from day one, with the right to return	Holiday and pension as the law requires during family leave
Paternity, adoption, shared parental	Statutory Paternity, Adoption or Shared Parental Pay where the employee qualifies	Paternity and unpaid parental leave from day one; adoption and shared parental leave as the law allows	As above
Bereavement and neonatal care	Parental Bereavement Pay or Neonatal Care Pay where the employee qualifies	Parental bereavement and neonatal care leave	As above
Holiday	Holiday pay for what has built up (or rolled-up holiday pay if the Schedule says so)	Taken as paid time off	Untaken holiday is paid when employment ends
Between assignments	Pay follows the hours worked; the contract of employment sets out what applies between assignments	Employment carries on, so continuity of employment is kept	Nothing builds up without hours worked

Rights that come with being an employee

- Protection from unfair dismissal after six months' service (from 1 January 2027; two years before then)
- Statutory redundancy pay after two years' service
- Statutory minimum notice after one month's service
- 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)

Some rights depend on length of service, which carries across assignments. Statutory pay is paid where the employee qualifies; leave is a right to time off and to come back to work.

WHAT CHANGED IN 2026

The Employment Rights Act 2025 became law on 18 December 2025. As employees of People Umbrella, our umbrella employees get the changes for workers and those for 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.
6 Apr 2026	**Day-one family leave**	Paternity leave and unpaid parental leave from the first day of employment (Statutory Paternity Pay still needs 26 weeks' service).
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
1 Jan 2027	**Unfair dismissal**	Protection after six months' service instead of two years, and no cap on the compensatory award.
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 UMBRELLA

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 Umbrella.

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.

Umbrella contracts

- Contract of employment (employee of People Umbrella)
- Agency agreement (People Umbrella and agency)

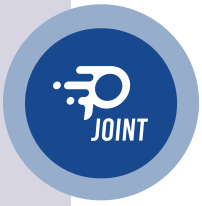
Insurance documents

- Insurance policies

Additional documents

- GDPR statement and privacy policy
- Sample payslip and reconciliation statement
- Example personal illustration and KID
- Your employment rights (employee guide)
- The Compliant Contractor Audit Process

OTHER PAY SOLUTIONS



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.



PEO SOLE EMPLOYMENT

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



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 · Umbrella

The largest independent assessor of payment intermediary compliance. Professional Passport sets specific standards for each type of service, so our Umbrella 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

Your Umbrella contact



Matthew Harrison
Payroll



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 Umbrella with our team, please use the details below:
hello@peoplegroupservices.com
peoplegroupservices.com
0345 034 1530
Referrals: **clientcare@peoplegroupservices.com**



Terry Hillier – Founder & CEO
07789 938284
terry.hillier@peoplegroupservices.com



Andrew Houldsworth – Sales & Partnerships
07803 363465
andrew.houldsworth@peoplegroupservices.com



Michael Hillier – Sales & Partnerships
07801 899760
michael.hillier@peoplegroupservices.com



Mark Clarke – Legal & Compliance
07885 801776
mark.clarke@peoplegroupservices.com



Karen Illston-Baggs – Client Care
07841 836536
karen.illston-baggs@peoplegroupservices.com

Your Umbrella contact on our website: **Martin Polden** – Payroll



people® GROUP

peoplegroupservices.com
0345 034 1530
hello@peoplegroupservices.com

TRANSFORMING CONTINGENT WORK, FOR GOOD.

PROFESSIONAL PASSPORT UMBRELLA · 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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