



The
**ADVISORY
BUREAU**

Advisory Debrief

Highlighting changes to have taken effect in legislation, data protection and regulatory governance, alongside industry-relevant news.

October 2023

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Shaping the future of employment: Manifesto for Good Work launched by the CIPD

“Our manifesto, based on detailed research and direct input from our members, gives the CIPD clear themes and priorities for engagement with the main political parties in the lead-up to the next UK general election. It means at this year's party conferences, our discussions with policymakers will have both the weight of our members and a considered body of evidence to support them”

- Carl Quilliam, Public Affairs Manager, CIPD

CIPD to lobby political parties

In advance of the upcoming party-political conferences and next general election, on the 20th of September the Chartered Institute of Personnel and Development (CIPD) launched its Manifesto for Good Work – a package of calls for the next government to implement that are intended to promote a “joined up, long-term workforce strategy to support a broader, bolder vision for economic growth”.

In practice, this will see the CIPD approach each political party over the next year, beginning with the party conferences in October, and speaking to policymakers and politicians in an effort to inform pledges ahead of the next election. “Recruiters are five times more likely to search for candidates by skills over degrees, and three-quarters believe skills-first hiring is going to become a priority in the next 18 months.”

The manifesto focuses on the following three elements:

- **Skilled work:** The CIPD would like assurance that the education and training system will create the skills required by employers and will support the creation of more high-skilled jobs. The CIPD recommendations also include the reformation of the apprenticeship levy into a flexible skills levy.
- **Fair work:** The CIPD recommends a review and reform of Statutory Sick Pay, the installation of a single enforcement body that will protect workers health and rights, and the creation of a new taskforce dedicated to investigating the potential risks that rapid developments in Artificial Intelligence may raise for workers.
- **Healthy work:** The CIPD are calling for a boost to labour market participation and for policymakers to tackle discrimination and inequalities in access to and progression in work. CIPD recommendations include a review of existing parental leave – including an increase in statutory paternity leave and a reform of shared parental leave to encourage take-up by workers. The CIPD are also looking to require basic pay and pension information in job adverts to improve transparency and assist in reducing pay gaps.

What is the CIPD?

The Chartered Institute of Personnel and Development is an association for human resource management professionals with over 160,000 members worldwide. Created in 1913, it is a registered charity whose activities include training provision, research, and contributions to public policy issues.

To read or download the complete Manifesto for Good Work as written, please click [here](#).

Employment: TUC launches AI taskforce

A new taskforce has been launched by the Trades Union Congress (TUC) to advocate for protections for workers in the face of the growth of artificial intelligence in the workplace, and provide clarity for both employers and employees.

Taskforce Members

Comprising of a varied group of experts, the task force will be led by the TUC with support from an advisory committee consisting of a broad range of organisations, such as the University of Oxford, the Chartered Institute of Personnel & Development (CIPD), Tech UK, and the British Computer Society, in addition to several trade unions and Labour, Conservative, and SNP MPs.

The committee will be joint chaired by TUC Assistant General Secretary, Kate Bell, and the Executive Director of the Minderoo Centre for Technology and Democracy at the University of Cambridge, Gina Neff.

Why is this taskforce needed?

With the explosive growth of AI technology across many aspects of society, concerns regarding the lack of regulation in the rapidly developing field are growing. AI has been noted to be used by some organisations to make significant decisions in the workplace such as analysis of expressions and a person's stress indicators during assessments, or involvement in hiring and firing decisions.

In response to these fears, the taskforce aims to release an AI and Employment Bill with several key protections for workers in 2024, and lobby for the bill to be enshrined in law. Protections to be included in the draft bill include a duty for employers to consult with trade unions when using intrusive AI in the workplace, a worker's right for a human review of AI-generated decisions, and amendments to the General Data Protection Regulation and Equality Act to prevent discriminatory algorithms.

TUC Assistant General Secretary Kate Bell underscored the urgency of AI regulation, stating, "Without proper regulation of AI, our labour market risks turning into a wild west. We all have a shared interest in getting this right."

Professor Gina Neff, Executive Director of the Minderoo Centre for Technology and Democracy, highlighted the importance of AI working for everyone, saying, "Responsible and trustworthy AI can power huge benefits. But laws must be fit for purpose and ensure that AI works for all."

Data Privacy: UK-US Data Bridge go-live date confirmed

The establishment of a data bridge between the United Kingdom and the United States has been announced by the UK government to restore transfers personal data between the two countries.

Previous Arrangements

Before its invalidation by the European Court of Justice in 2020, data transfers between the UK and USA were controlled by the EU-US Privacy Shield. Launched in 2016, Privacy Shield was a framework that provided a legal basis for transatlantic data transfers, allowing companies on either side of the ocean to receive and process data from each other. This arrangement came to an end following the well-documented Schrems II case where it was deemed that Privacy Shield did not provide adequate protections to EU citizens from American government surveillance.

Latest Developments

Although agreed “in principle” earlier this summer, on September 21st the UK government announced its decision to re-establish a data sharing framework with the US, once again enabling the free flow of personal data between the two regions. This decision follows the recent designation of the UK as a ‘qualifying state’ under Executive Order 14086 in September. This designation allows UK individuals whose personal data has been transferred to the US under any transfer mechanisms access to a redress mechanism in the event that they believe that their personal data has been accessed unlawfully by US authorities, and has consequently led to the UK Secretary of State for Science, Innovation, and Technology (DSIT), Michelle Donelan to determine that the agreement does not undermine privacy protections for UK data subjects.

Coming into force from October 12th, 2023, the UK-US Data Bridge is actually an extension of the existing EU-US Privacy Framework, and will allow businesses operating in the UK and US to navigate data privacy issues more seamlessly and without alternative mechanisms such as transfer impact assessments or implementing additional transfer safeguards.

To benefit from the UK-US data bridge, US companies must already participate in the EU-US Data Privacy Framework. Those US companies can choose to either participate in the UK-US data bridge either as part of their annual re-certification to the EU-US Data Privacy Framework, or outside of their annual certification to the EU-US Data Privacy Framework provided that they make their election no later than six months from 17th July 2023.

The UK government has estimated that data-enabled services to the value of £79 billion were exported to the USA in 2021 alone, and it is anticipated that this new agreement will further stimulate economic growth between the two countries and encourage more businesses to operate on an international scale.

Immigration: Visa fees increased by the Home Office

Fees for a variety of immigration and nationality applications are set to jump by up to 20%.

The Home Office have announced a raft of fee increases for immigration and nationality applications, coming into force from 4th October 2023 as part of efforts to fund Home Office services and public sector pay rises.

Most sponsored applications – including Skilled Worker, Global Business Mobility, and Scale-up routes have seen fee increases of 15%, with an exception for some applications for more than three years of leave to remain, which saw only a 5% increase.

Applications for naturalisation or registration as a British Citizen, or for indefinite leave to remain in the UK have each increased by 20%.

In addition to specific route application fees, adjustments have also been made to the Priority Visa service fees – with the price of expediting non-settlement applications from overseas doubling to £500.

A separate increase is planned later in the year for the Immigration Health Surcharge not included in these fees.

An extract of many of the changes is detailed below and overleaf.

Fee Category	Current Fee (In-Country Applications)	Fee from 4 October 2023 (In-Country Applications)	% Change	Current Fee (Overseas Applications)	Fee from 4 October 2023 (Overseas Applications)	% Change
Indefinite leave to remain	£2,404	£2,885	20%			
Naturalisation (British citizenship)	£1,250	£1,500	20%			
Nationality registration as a British citizen - adult	£1,126	£1,351	20%			
Nationality registration as a British citizen - child	£1,012	£1,214	20%			
Priority Visa service - Settlement				£573	£500	-13%
Priority Visa service - Non-Settlement				£250	£500	100%
Super priority visa service				£956	£1,000	5%
Super Priority service	£800	£1,000	25%			

To see a full breakdown of the fees and unit costs, please click [here](#).

Immigration: Visa fees increased by the Home Office (cont.)

Fee Category	Current Fee (In-Country Applications)	Fee from 4 October 2023 (In-Country Applications)	% Change	Current Fee (Overseas Applications)	Fee from 4 October 2023 (Overseas Applications)	% Change
Skilled Worker, 3 years or less	£719	£827	15%	£625	£719	15%
Skilled Worker, over 3 years	£1,423	£1,500	5%	£1,235	£1,420	15%
Skilled Worker (shortage occupation), 3 years or less	£479	£551	15%	£479	£551	15%
Skilled Worker (shortage occupation), over 3 years	£943	£1,084	15%	£943	£1,084	15%
Health & Care (H&C) Visa, 3 years or less	£247	£284	15%	£247	£284	15%
H&C Visa, over 3 years	£479	£551	15%	£479	£551	15%
H&C Visa (shortage occupation), 3 years or less	£247	£284	15%	£247	£284	15%
H&C Visa (shortage occupation), over 3 years	£479	£551	15%	£479	£551	15%
Global Business Mobility (GBM) – Senior or Specialist Worker, up to 3 years	£719	£827	15%	£625	£719	15%
GBM – Senior or Specialist Worker, over 3 years	£1,423	£1,500	5%	£1,235	£1,420	15%
GBM – Graduate Trainee, Service Supplier, UK Expansion Worker, Secondment Worker	£259	£298	15%	£259	£298	15%
Scale-up	£715	£822	15%	£715	£822	15%
Representative of an overseas business	£719	£827	15%	£625	£719	15%
Temporary Work – Seasonal Worker, Charity Worker, Creative Worker, International Agreement, Government Authorised Exchange and Youth Mobility Scheme	£259	£298	15%	£259	£298	15%
Certificate of Sponsorship (CoS) for Skilled Worker or Global Business Mobility - Senior or Specialist Worker	£199	£239	20%			
Certificate of Sponsorship (CoS) for Temporary Workers including GBM- Graduate Trainee, UK Expansion Worker, Service Supplier and Secondment Worker route, and Scale-up route	£21	£25	19%			

To see a full breakdown of the fees and unit costs, please click [here](#).

CV Fraud: News correspondent accused of embellishing CV

A recent revelation regarding a journalist highlights the potential necessity of verifying the stated experience of candidates

A correspondent working within for the fact-checking service of a major news organisation has been accused of falsifying part of her in a previous application for a role with another organisation.

Marianna Spring applied for a position with the online news site Coda Story in 2018, advertising on her CV that she had worked alongside the BBC correspondent Sarah Rainsford earlier that year in coverage of the football world cup in Russia.

Coda Story proceeded to contact Sarah Rainsford to verify this claim, however was subsequently informed that the pair had only socialised on a few occasions and had not undertaken any professional work together.

Once confronted with this reference by the prospective employer, Spring admitted fault and apologized. Coda Story withdrew the employment offer.

As previously reported in the June and August editions of the Advisory Debrief, the future of the CVs in recruitment is in question, with some organisations opting to forgo relying on them completely for junior roles or question the bias they can introduce.

Examples such as this however highlight that for roles demanding high degrees of honesty and integrity, verification of not only an individual's experience but also truthfulness can be paramount in protecting the reputation of the employer even years following the hiring decision.

For further information on any of the topics covered in this month's Advisory Debrief please contact

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