

Supporting you with IR35 compliance

Are you IR35 ready?

As of April 2020, 'end clients' (you) will be responsible for assessing contractors' tax status.

You must take 'reasonable care' in determining IR35 status. Each individual role, working practices and contract must be reviewed. Incorrect assessments could lead to PAYE tax and Employers National Insurance Contributions liability.

April 2020 may seem like a long way off, but there is a large volume of work to do in preparation.

To remain compliant and competitive, businesses need to act now.

From free advice to turnkey solutions, our clients are on the front foot to compete for the best talent in 2020.

Get in touch today to see how we can help your business prepare

Our approach

We work with our clients to:

- Understand the challenge and develop the change programme.
- Identify the affected flexible worker population (including Umbrella workers, PSCs, Consultancies and Statement of Works). Capture all the roles they have contractors performing – this can be a massive challenge in itself as they may not be obvious headcount.
- Categorise the population into roles.
- Assess employment status by role (ideally by a legal professional, not an algorithm or unqualified resource), taking into account both working practices and contracts.
- Help the client decide how they will handle those captured by IR35 (see options on the second page) including any working practices that need tweaking.
- Develop and implement BAU processes and policies.
- Assess the integrity of the supply chain (including Criminal Finance Act considerations, robustness of alternative supply models, e.g. SoW).
- Carry out periodic audits and assessments of new roles to ensure ongoing compliance.

We support our clients in a number of ways

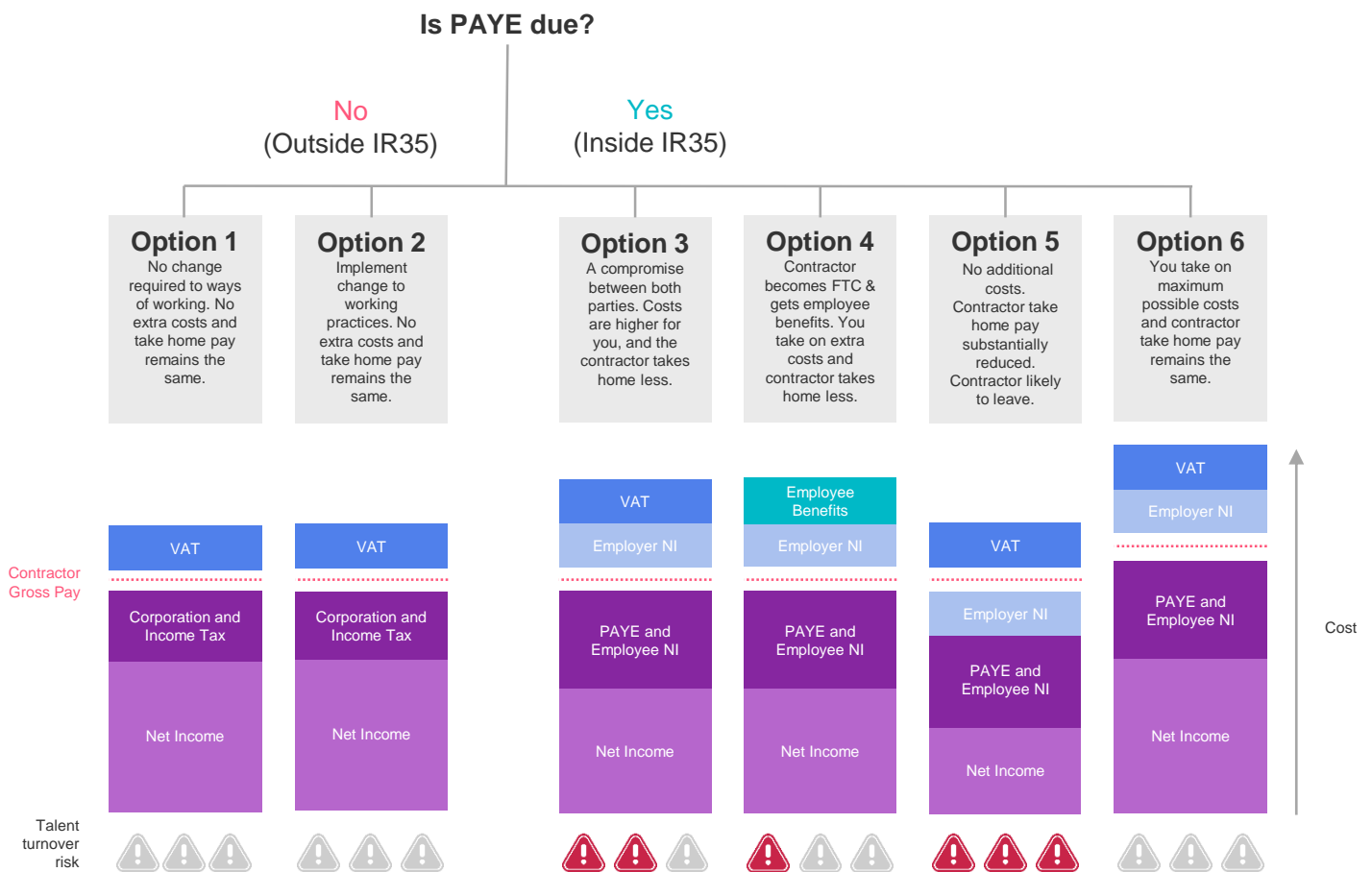
- We deliver workshops to educate our clients on the upcoming legislation and what key actions should be considered.
- We introduce them to our legal partner who will carry out the assessments for them (they are an SRA regulated law firm with 19 years' experience in IR35, completing 8,000 contractual and working practice reviews per annum, and their advice is protected by Professional Indemnity Insurance).
- We provide a fully managed service, including project management and legal assessments by our partners.
- We project manage the work for the client using their own assessors.

IR35

What options are available?



You have **six options**, depending on whether or not IR35 applies



There's no 'win/win' option. Unless you can show that a contractor falls outside of IR35, each option will drive up costs and/or reduce contractor take home.