



Ontime: Legislation update

LEGISLATION SUMMARY

The new legislation regarding Onshore Employment Intermediaries & False Self-Employment will become law as of 6th April 2014.

The Government plan to improve "fairness" within the tax system- they saw there is evidence that some companies and employment businesses are using intermediaries to disguise the employment of their workers and self employment, therefore avoiding employers National Insurance and removing certain costs and benefits associated with the employment rights to work.

HMRC will be specifically looking at the direction, supervision and control of self-employed workers to determine their true status.

There will be a requirement, as of April 2015, for all intermediaries and recruitment agencies to report to HMRC self-employed workers' gross payments.

WHO IS AFFECTED?

Essentially all workers currently operating as self-employed, their agencies, end clients and payroll intermediaries are affected by this legislation. The 'control' elements will be particularly pertinent in ensuring the compliance going forward, as this is what HMRC will be challenging.

WHAT ARE WE DOING TO BE COMPLIANT?

Since the announcement of this new legislation many contractors using CIS have become increasingly worried and are questioning whether to carry on with CIS or not. If your sub-contractors genuinely meet the criteria outlined by HMRC for self-employment then be rest assured. If however you are in the slightest bit of doubt then why not consider out umbrella payroll service.

ARE YOU A RECRUITER NOT CURRENTLY WORKING WITH US>

As a recruitment agency or business you may not choose to use third party or part, or all, or your temporary worker payroll

Our solutions are ideal if:

- You don't have sufficient resources in-house and want to reduce costs
- You want to stay compliant with the latest HMRC legislation
- Your contractors & temporary workers already use a solution provider

IT'S TIME WE TALKED

Call one of our experts today to register or ask for advise



Under our Umbrella payroll service your contractors will be our employees and hence we will fulfil all their employment rights. We will bill the client for the assignment and pay the contractor after making deductions under PAYE regulations.

Our Umbrella service is the answer if you want maximum protection from HMRC penalties and fines.

MITIGATE RISK, MINIMISE CONCERN, MAXIMISE COMPLIANCE

As a recruitment agency you can be reassured that **Ontime** has implemented measures to maintain 100% compliance for your business, your contractors and our solutions.

The enable to ensure workers are paid in the correct way going forward. **Ontime** will be working in harmony with recruitment agencies, and end clients where necessary, to truly establish where control lies- is it the worker or is it with the end client.

FULL PORTFOLIO OF SOLUTIONS

Ontime are in a unique position, in comparison to other providers in the market, in that we are able to assist any contractor, whatever their status, with the right solution.

We have options suitable for genuinely self-employed workers in all industries, including those working under the CIS (construction industry scheme), as well as Umbrella PAYE employment solutions and Limited Company services.

If you require further information on this legislation on our solutions please don't hesitate to get in touch.

To contact us about our contractor solutions, call us on:

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Ontime Umbrella



£15 Per week