

Assurances and Indemnities

- 1. No IR35 risk as we operate on the basis that PEOPLE PS Pro is caught by IR35**, and as such only make payment to the individual by way of employment income.
- 2. PEOPLE PS Pro genuinely meets RCN's Employment Status requirements for Medical Indemnity cover.** Each worker will need to become a member of the Royal College of Nursing (RCN) if not already. <https://www.rcn.org.uk/get-help/indemnity-scheme>.
- 3. There can be no intentional Tax or National Insurance (NIC) losses within the individual PEOPLE PS Pro Company as the model has been designed to prevent any tax avoidance.** Consequently there is no requirement to consider GAAR (General Anti-Avoidance Rule).
- 4. No risk of contravening MSC legislation as all income after allowable expenses will be paid as employment income.** Any legitimate expenses claims will also be subject to annual corporation tax submissions, or more specifically, when considering ITEPA S61B(1)(c) will not be fulfilled i.e. no increased receipts over what would otherwise be paid as employment income. Further s61D(1)(c) (receipt of a payment which is not earnings) will not be met, so there should be no deemed employment payment.
- 5. The default for PEOPLE PS Pro is no VAT, making it an ideal fit where VAT concessions apply.** When compared to the traditional Umbrella model agencies can see an instant 20% increase in cash-flow.

Additional peace of mind

- Agency Workers Regulations (AWR) do not apply to a PEOPLE PS Pro. Although it is encouraged to match comparator pay and benefits where applicable.
- Memorandum & Articles of Association dictate that no dividends, bonuses, loans or capital can be paid in any other form than employment income or as a donation to charity.
- No home to work travel and subsistence (T&S) tax relief is allowed under current regulations and our software does not have the facility to process any such claims. If claims are required these can be made at the end of the year.
- There is no risk of non-payment to HM Revenue & Customs, as all monies are invoiced and retained under the contract between PEOPLE Payments ('the fee payer') and the PEOPLE PS Pro. After the required payroll calculations, all Tax, NIC and VAT liabilities (where applicable) will be paid on time and in full to HMRC.
- The account in which PEOPLE PS Pro monies will be held is a duly designated 'client account' which is ring-fenced for added security.
- The payroll process within each PEOPLE PS Pro assures full National Minimum Wage (NMW) or National Living Wage (NLW) levels are consistently met so no risk of investigation by HM Revenue & Customs.
- The payroll process within each PEOPLE PS Pro assures Holiday Pay is accounted for and paid at a minimum of at least 12.07% (5.6 weeks or 28 days per annum, pro rata).
- Pension auto-enrolment is not applicable to Pro as there is only one employee and so no running costs to the agency. Contractors can opt to organise a pension scheme if they wish to.
- Employers Liability and Public Liability Insurances are mandatory and provided for each PEOPLE PS Pro ensuring considerable cost savings to the agency.
- No need to employ an internal payroll team as PEOPLE PS Pro fulfils the following requirements: pension processing, RTI, multiple BACS transactions, payslip production and distribution, IT investment, endless correspondence with HM Revenue & Customs and other infrastructure costs.

Simple for contractors

1. The PEOPLE PS Pro registration process is fully automated, offering a totally transparent illustration that is backed by an award winning digital compliance and on-boarding system.
2. Under PEOPLE PS Pro each contractor is set up with their own personal payroll solution and will receive total support from People Group's Client Care team.
3. All submissions, returns and filing requirements will be undertaken by PEOPLE Payments when due.
4. Statutory SMP and SPP are available after standard qualifying periods.

Simple for agencies

Simply offer your candidates a limited rate as you have in the past and we'll do the rest!

If you'd like to discuss People PS Pro and the advantages for healthcare recruiters get in touch for a no obligation chat.

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