

PRACTICAL PREPARATIONS FOR IR35



With April 2020 clearly on the horizon there is still time to make the necessary IR35 preparations. Here we look at 6 simple steps you can take over the coming months.

6 simple steps to prepare

1

Avoid relying solely on CEST. It is worth remembering that the use of CEST is not mandatory, and in fact has delivered inaccurate assessments in more than half of cases. And whilst there is a new 'improved' version of CEST, independent assessments – which provide a much more comprehensive audit trail – are allowed.

2

Get everyone talking. It makes complete sense to involve all parties in IR35 status decisions. After all, this should provide the most accurate results. Contractor, agency and end client should all feed into the process as soon as possible. Importantly, make sure all parties are aligned in their communications.

3

Advise against blanket assessments. Under the letter of the law, blanket assessments will fall down – as decisions need to be made with 'reasonable care'. Be wary of role-based assessments as these do not take into account the individual or the unique details of their working arrangements and therefore increases the risk of engagers setting their status incorrectly.

4

Allocate the right resources. It goes without saying that where you are dealing with medium and large organisations, who potentially engage with thousands of contractors, the need for correct assessments is huge. Such organisations need to have resources in place to manage these changes.

5

Don't wait. Private sector companies can protect their liability. By taking the appropriate steps and putting processes in place now to ensure they are capable of making accurate IR35 decisions on a case-by-case basis. If left, rushed or panicked assessments could open up a host of potential liabilities.

6

Be honest. Ensure you are evaluating what is actually happening onsite or in the workplace, rather than the contractual agreement. Be honest and truthful in all your communications.

info@peoplegroupservices.com
peoplegroupservices.com
0356 034 1530



Talk to the experts

Use the time you have now to get ready for IR35. Explore your options.

At People Group we can help you find the best option for your business. Turning the new IR35 legislation into an exciting opportunity as April 2020 approaches.