

ir35 manager

We've created IR35 Manager as a holistic compliance solution to support businesses following the off-payroll changes that came into effect in April 2021. We're known for working with the media and tech industries and have partnered with industry leaders to create IR35 Manager from a client perspective.

As a result, the platform combines our experience and legal expertise with in-depth sector knowledge to produce clear, consistent assessments that you can trust.

The challenge

From April 2021, accurately and regularly determining the employment status of your contractor workforce became even more critical since from that date all businesses (except 'small' private companies) are now required by statute to:

- carry out an accurate IR35 employment status assessment for each contractor engagement;
- inform the contractor of the outcome of the assessment; and
- put in place a compliant dispute resolution process.

Compliance with these rules is critical in order to minimise the following risks:

- 1. Employment tax liability:**
Your business could be liable for unpaid employment taxes following an incorrect self-employed status determination, together with interest and penalties, for contractors engaged via loan outs (as well as direct hires).
- 2. Damaged relations and increased risk of disputes:**
Inconsistent or incorrect application of IR35 may damage contractor relations or increase the likelihood of contractor disputes or challenges from HMRC.
- 3. Corporate criminal offence:**
Engaging with contractors on an incorrect basis could prompt penalty fines and be a criminal offence for which the directors of your business may be accountable.

How IR35 Manager can help

Market practice meets best practice - Designed with leading industry players, IR35 Manager is a user-friendly compliance platform that works efficiently in the real world.

Accurate employment status assessments for roles in media and tech - Each opinion incorporates our legal expertise, sector knowledge and bespoke HMRC guidelines to produce a robust, accurate result.

Automation of the compliance process from start to finish - Each stage incorporates assessor input into a bespoke, highly automated process to increase speed and consistency.

Holistic approach - Our holistic approach to IR35 draws upon the expertise of both tax and employment specialists.

Reliable results - Our status as a reputable SRA regulated law firm means that you have a reliable outcome.

Our team

We have significant, specialist expertise, working with clients on their IR35 compliance projects in preparation for the imminent changes and also with HMRC to update and improve HMRC's specific IR35 guidance.

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Key benefits

Risk management functions

- Direct contractor input to produce results based on a comprehensive set of verified data.
- Detailed guidance and real-world examples to support assessors, including succinct summaries of HMRC guidance.
- Specialist IR35 legal advice is effectively baked into the platform and its results.
- Automated reminders throughout the process and afterwards to help ensure that the statutory timelines and 'reasonable care' standard is met.
- Direct access to our IR35 specialists to address ad hoc IR35 queries.
- Bespoke legal support packages mean that our team works alongside you.
- Clear audit trail, with detailed, accessible records kept of the process and results.

Cost Savings

- Mitigation of employment tax exposure - increased accuracy should reduce future unknown employment tax liabilities.
- More nuanced assessments may enable more roles to be treated as self-employed.
- Fewer contractor disagreements or disputes.
- Internal cost savings as result of automation - assessors can focus their time and resources elsewhere.
- Reduction in cases escalated internally or requiring external counsel.

Time saving functions

- Ability to upload contract and contractor data en masse.
- Contractors may log in and provide information directly into the system.
- Pre-population of assessment questionnaire from collected/stored data to streamline the process.
- Tailored communications automatically generated at each stage, from reminder emails to tailored status determination statements.
- Integration of your internal policies into IR35 Manager processes.
- Reduced need for oversight or second opinions from senior business personnel or external advisers.
- Management of the statutory disagreement process with contractors.

Quality & Consistency

- Reduction in the scope for human error as a result of automation and step by step guidance.
- Comprehensive in-house training to support uniform application of the rules across the business.
- No non-determinations - reliable results available in all cases, with the assistance of Wiggin's IR35 specialists, 'second opinion' assessments and full contract reviews.
- Regular technical updates to the platform to keep abreast of law changes.
- Comparatives and historic assessments available to inform decisions.
- Tech support for users.