

# ir35 manager

We've created IR35 Manager as a holistic compliance solution to support businesses undertaking employment tax status assessments of their contractors (both direct and indirect hires). We've partnered with industry leaders in the tech and media sectors to design IR35 Manager from a client perspective.

IR35 Manager produces clear, consistent assessments that you can trust. The platform combines our technical expertise and sector knowledge with our hands-on experience working with large organisations to apply the rules and with HMRC to develop the associated government guidance.

## The challenge

**Accurately determining the employment tax status of your contractor workforce has never been more critical.**

The IR35 rules now place the burden for assessing contractors hired via intermediaries (usually personal service companies or 'loan-outs') onto the end-client. This aligns with the position of businesses hiring sole traders directly (aka direct hires).

All businesses (except 'small' private companies) hiring intermediaries are now required by statute to:

- undertake an accurate employment tax status assessment for each contractor engagement using reasonable care;
- inform the contractor of the outcome of the assessment; and
- put in place a compliant dispute resolution process.

Compliance with these rules is necessary to manage the following risks:

### 1. Employment tax liability:

Your business could be liable for unpaid employment taxes (plus penalties and interest) should HMRC successfully challenge an incorrect self-employed status determination.

### 2. Damaged relations and risk of disputes:

Inconsistent or incorrect application of the rules may damage contractor relations and increase the likelihood of work force disputes or HMRC challenge.

### 3. Corporate criminal offence:

Incorrectly engaging contractors as self-employed could also prompt penalty fines and be a criminal offence for which the directors of your business may be accountable under separate tax legislation.

## How IR35 Manager can help

**We provide a framework for accurate and consistent status assessments to be run in-house or fully outsourced to our experienced specialist team.**

### Market practice meets best practice

IR35 Manager is a streamlined and user-friendly compliance platform. We have run many thousands of bespoke assessments and partner with industry leaders in their IR35 compliance.

### Technical Insight

Each result incorporates our expertise and sector knowledge with the latest UK caselaw and guidance. We continue to represent industry and work with HMRC to update their specific IR35 guidance.

### Holistic approach

Each assessment incorporates both assessor and contractor input into a nuanced, highly automated process. This can be critical where evidence of the contractor's independent business is determinative in a self-employed determination.

### Automated compliance process

The platform generates tailored status determination statements for each result and has an inbuilt disputes mechanism to increase speed and consistency.

### Insurance backed results

IR35 Manager is SRA regulated and its tax status results are insurance backed.

### Time and cost savings

Our packages are designed to be cost effective and to free your people from the compliance burden.

**Winner:**  
Future of  
Legal Services  
Innovation







## Key benefits

### Cost savings

- Mitigates potential employment tax liabilities and penalties.
- Nuanced assessments may mean more roles can be treated as self-employed.
- Reduces in house time and resource spent on IR35 compliance.
- Reduction in cases escalated internally or requiring external counsel.
- Fewer contractor disagreements or disputes.

### Risk management

- Direct contractor or agent input provides a comprehensive set of verified data.
- Detailed guidance and real-world examples increase consistency.
- Specialist technical knowledge is baked into the platform and its results to meet the reasonable care standard.
- Management reports provide senior personnel with oversight over assessments.
- Access to our specialist team for ad hoc queries.
- Bespoke legal support packages mean that our team works alongside you.
- Clear audit trail with access to detailed records of the process and results.
- Automated reminders for contractors and assessors to ensure that the tests/retests are run within statutory and commercial timelines.

### Time savings

- Option to outsource testing to our specialist team.
- Contractors can log in and provide information directly to the system.
- Assessment questionnaires are pre-populated by contractor inputted data.
- Tailored communications automatically generated by the platform at each stage, including tailored status determination statements.
- Less oversight resource required from senior business personnel or external advisors.
- Platform management of the statutory disagreement process with contractors.
- Integration of internal policies onto the platform.

### Quality & consistency

- Reduced 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 business.
- No 'non-determinations', but instead reliable results available in all cases.
- Option of 'second opinions' and full contract reviews by our specialist team.
- Regular platform updates to keep abreast of law changes.
- Comparative and historic assessments available to inform decisions.
- Tech support for users.