



identifi Contract Complete

Contract Complete

Whether you're hiring inside or outside IR35, identifi's Contract Complete gives you no risk, hassle-free solutions that guarantee peace of mind, value for money and compliance with HMRC.



Inside IR35

Inside IR35

If you want to hire inside of IR35 but don't have a payroll solution, or want to avoid the legal and financial risks of using umbrella companies or non-compliant recruiters, we have the answer. **Inside IR35** gives you a safe, trusted and easily implemented payroll solution that doesn't leave you exposed to legal or financial risks.



identifi Contract Complete

► The service

identifi temporarily employs contractors on your behalf, ensuring they are contractually obligated to you and your project for the full required timeline. We certify that all relevant deductions are made and that contractors receive detailed payslips and applicable paperwork. You have access to our fully automated timesheet and invoicing portal to easily manage contractor timesheets. Our service is underpinned by our partner UHY, who are a UK top 20 accountancy business, regulated by the FCA and the Institute of Chartered Accountants.

► The benefits

You have the peace of mind that all Inside IR35 contractors are fully compliant with laws, regulations and tax obligations. You avoid the responsibility of HR functions such as reviews, appraisals and payroll, whilst retaining full control over your contractors - determining their work location, their outputs and how they deliver on projects. There are no concerns about uncomfortable future HMRC audits or claims for unpaid taxes if your roles are ultimately deemed to be 'Disguised Employment'. You aren't required to create contractor project plans, timelines or measure outputs to support an outside Status Determination Statement.

identifi Global helps organisations navigate the complexity of working with contractors to reduce the tax liability risks posed by IR35 obligations.

[Get in touch today to get started](#)

► At a glance

Services	Inside IR35	Outside IR35	Project Assurance
Role description definition	✓	✓	✓
Search, Selection, CV Collection & Submission	✓	✓	✓
Candidate Filter (Pre-qual telephone and video interviews, background checks, ID/right to work, referencing)	✓	✓	✓
Full Contractor Management (setting up interviews, agreeing contracts, coordinating onboarding etc)	✓	✓	✓
Contractor Checks (UK Ltd company, Business Insurances, UK addresses, UK Business Bank account)		✓	✓
Contractor pay rate benchmarking	✓	✓	✓
Support with Statement Determination Statement creation advice & support	✓	✓	✓
Contractor employed by identifi Global	✓		
Contractor employed by their own UK Ltd company		✓	✓
HMRC compliant PAYE Payroll (Tax, NIC, P45, P60, Holiday, Pension etc)	✓		
Outside IR35 Payment made to Contractor UK Ltd Company		✓	✓
Business PI & PL Insurance	✓	✓	✓
Online Portal (automated timesheet & invoicing)	✓	✓	✓
Role, Requirement, Work Package definition			✓
Independent Project Assurance and Delivery Oversight			✓
Monthly output/deliverables reporting			✓
Associate Model Management (talent pool creation and maintenance)		✓	✓

► Glossary

IR35:

Legislation designed to target tax avoidance by both contractors and the organisations that employ them. Also known as the 'off-payroll working rules'.

Inside IR35:

To be 'inside IR35', a contractor is considered, for tax purposes, to be an employee of the end client and thus subject to PAYE.

Outside IR35:

A contractor is deemed to operate a genuine business and does not work in the same way as an employee (e.g. they have their own business premises, employ other workers or work for a wide range of clients) and therefore operate outside of IR35 rules.

Business PI Insurance:

Personal Indemnity Insurance is a type of insurance that covers your business in the event that a client claims to have suffered a loss as a result of your professional negligence or mistake.

Business PL Insurance:

Public Liability Insurance is a type of insurance that covers your business in the event that a member of the public claims to have suffered a loss as a result of your professional negligence or mistake.

Disguised Employment:

A contractor, who would typically be classed as an employee, working for a company through an intermediary.

NIC:

National Insurance Contribution. Tax on your earnings that goes into the National Insurance Fund which pays for various benefits and the state pension. Mandatory so long as you meet certain criteria.

PAYE:

Pay As You Earn. HM Revenue and Customs' (HMRC) system to collect Income Tax and National Insurance from employment.

Project Assurance:

Weekly meetings with the contractor to discuss progress and challenges, measuring outcomes against deliverables. Issues are highlighted and addressed to ensure timelines are being met.

Status Determination Statement:

A comprehensive statement from the client which declares a contractor's deemed employment status following an IR35 assessment.

► Get in touch

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identifi Global resources

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