



NAVIGATE IR35

SECURE THE BEST OPPORTUNITIES

Reforms to IR35 legislation came into effect on 6 April 2021, which passes the responsibility for determining tax status from the contractor to the engager. Contractors must understand how they could be affected and how they can continue to secure the best opportunities.

How has IR35 legislation changed in the private sector?

Reforms to the existing Off-Payroll Working Legislation, known more commonly as IR35, passed the responsibility of determining whether the relationship between the contractor and the client is that of an employee/employer from the PSC to the client. These reforms were enforced for medium and large-sized organisations in the private sector in April 2021.

Therefore, for future assignments, you and your engager will need to be clear whether it falls inside or outside of IR35.

	PRE-IR35 REFORMS		POST-APRIL 2021	
	Determination	Liability	Determination	Liability
Client			✓	
Agency				✓
PSC worker	✓	✓		

What does this mean for me?

If your assignment is deemed to be outside of IR35, this is akin to self-employment and will result in gross payment being made to the PSC. Conversely, an inside IR35 determination means an employee/ employer relationship is present and PAYE should be paid, as well as other employment taxes.

A new determination is needed each time you change role but, if you are working on the same contract for an extended period of time, you may want to undertake a new determination to ensure your working practices have not changed and that your tax status is still correct.

WHY CHOOSE TO WORK WITH HAYS?

You can rely on our tenure and expert knowledge to understand and navigate the reforms, helping you continue to secure the best engagements.

Unrivalled experience

We bring over 50 years of recruiting experience and a proven track record working with thousands of contractors annually.

Experienced in navigating the reforms

We've supported hundreds of organisations and contractors operating in the public sector to adhere to IR35 legislation since the reforms were first introduced in 2017.

Diverse range of clients

As a trusted leadership partner, we work with a broad range of organisations in the private sector and are supporting them in their approach to the reforms, making us well-placed to secure the right opportunities for you.

Discounted rates for status determination review

To help support contractors, we have relationships with some of the leading tax advisors in the field of IR35, who offer the contractors we work with a discounted rate for any status determination review.