



## Engineering client

### The Challenge:

A small and busy HR team needed support and guidance in understanding their new responsibilities and liabilities under reformed IR35 legislation, and in implementing a programme of change in order to be fully prepared for the legislation effective date.

### Our Solution

After meeting with the HR team, we designed a programme of activities for the business aimed at ensuring all relevant stakeholders had an understanding of the changes that the company was facing, and that a position of full compliance would be achieved in advance of the effective date of the new legislation.

#### *Our programme included:*

- Workshops with HR and the Board
- Support with making IR35 assessments
- Introduction of a formal process for contingent recruitment
- Communications plans to ensure transparency around the work we were doing
- Education and upskilling webinars for line managers and contractors
- One to one meetings with contractors to discuss IR35 status assessment result and next steps
- Consultancy on engagement models, statement of work, and training/advisory services on how to be able to compliantly engage appropriate resource.

Our approach was based around making the implementation of new processes as pain-free as possible, and on using a personal, human approach to difficult communications around IR35 status.

As a result of our consultancy, the business is fully informed regarding the requirements of the reformed IR35 legislation, and has a number of new options in terms of compliantly engaging flexible resource going forwards.

### Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.