

# Harvey Nash

## Navigating IR35

There are few organisations who know this space better than Harvey Nash. We have managed tens of thousands of contractors and service providers in a highly compliant way for over three decades, working in some of the most rigorous and regulated sectors.

NAVIGATING  
IR35

### What is IR35?

IR35 is tax legislation that is designed to combat tax avoidance, with workers supplying their services to clients via an intermediary, such as a limited company.

If an intermediary is not used, the workers are referred to as 'disguised employees' by Her Majesty's Revenue and Customs (HMRC).

[More info](#)

### What is changing?

From April 2021, responsibility and liability is being removed from the Limited Company Contractors, and being placed onto the End Client and Fee Payer (Harvey Nash or any other supplier).

The determinations of whether an engagement is 'inside' or 'outside' of IR35, will remain the same.

Find out what the market is saying in our IR35 snapshot report.

[See report](#)

### The risks

- HMRC Tax Investigations.
- Significant financial penalties and tax bills for non-compliance.
- Talent exodus and disruption to projects and services.
- Inability to harness the power of the contingent workforce to provide flexibility, capability and capacity.
- Extensive management overhead to support processes.
- Becoming compliant for April 2021 and remaining compliant.

### Our Solutions

#### Demystifying IR35

Understanding the legislation and how this will apply to your workforce

#### IR35 Management Framework / MSP

Tried and tested services to support our clients and manage their contingent workforce in line with IR35

#### Project Solutions

Outcome based engagement procured via a Statement of Work

### A sample of clients we've helped



telegraphmediagroup



Tried and tested across the public and private sector



Managing over 10,000 contractors compliantly in the UK



Process, governance, frameworks to manage and mitigate risk

### Find out more

[workforcesolutions@harveynash.com](mailto:workforcesolutions@harveynash.com)

[www.harveynash.co.uk/workforcesolutions](http://www.harveynash.co.uk/workforcesolutions)

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