



# IR35 Done Right.

The end-to-end solution for IR35 compliance by the UK's largest provider of premium freelancers.

**Inside  
Track**





## Inside Track

# IR35 will change how you hire freelancers

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Over the last decade, the freelance economy has grown to levels that make it a true force within the wider labour market. In conjunction with this growth, there is a real consistency in how national economies legislate for independent professionals.

With this growth, the UK government is broadening its IR35 legislation to include the private sector. This will be the biggest shift in the freelancer/contractor industry for some time. It affects both sides of the market - how organisations approach the hiring of contingent labour, and, at its simplest, how freelancers are paid. But to truly understand the new normal, we need to start at the basics.

## What is IR35?

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IR35 is tax legislation designed to ensure taxation compliance for 'disguised employees'. Part of the Government's description on the legislation can be found in the Budget press release:



### HM Revenue & Customs

*"There has for some time been general concern about the hiring of individuals through their own service companies so that they can exploit the fiscal advantages offered by a corporate structure. It is possible for someone to leave work as an employee on a Friday, only to return the following Monday to do exactly the same job as an indirectly engaged 'consultant' paying substantially reduced tax and national insurance.*

*The aim of the proposed changes is to ensure that people working in what is, in effect, disguised employment will, in practice, pay the same tax and national insurance as someone employed directly."*

The new rules, which are coming into force in April 2021, are different to the original regulations and technically called the 'Off Payroll Rules'. Whatever the label, it is important that organisations be aware of the changes and have the appropriate measures in place.

## HRMC's upcoming changes

From 6th April 2021, the legal responsibility for determining whether or not a contractor performing services is a 'disguised employee' (their 'IR35 status') will transfer from the contractor to the end-client. These rules have been in operation in the public sector since 2017, and are now being rolled out to the private sector.

APRIL

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So, all clients who use contractors will have a primary legal obligation to assess the contract in advance of its commencement and determine the IR35 status of the contract. With this comes significant tax compliance risk.

## Current Rules

(Pre 06 April )

Freelancers (in the private sector) are responsible for determining their IR35 status on contracts they have been hired for as well as paying all appropriate taxes.

## New Rules

(Post 06 April )

IR35 obligation rests with the hiring client to:

- Assess each contract when engaging with a freelancer structured via a Personal Services Company (PSC).
- Take reasonable care when undertaking an IR35 assessment in order to obtain a Status Determination Statement (SDS).
- Ensure the SDS is flowed through the supply chain and have appropriate audit trails accessible.
- Deduct all appropriate taxes at source and pass through to HMRC if the contract is deemed 'Inside IR35'.



## Inside Track



# Traps to avoid

As with any major legislative change, there are key areas to be mindful of when applying it to your day-to-day operations:

**Don't ignore the issue.** IR35 is scheduled to be implemented by April 2021. If you are hiring freelancer contractors, then you need to be prepared.

**Avoid blanket assessments.** Assessing each contract's working practices on-the-ground is critical.

**Don't push costs and taxes downstream.** Pushing the costs onto the freelance contractors can lead your most trusted freelancers looking elsewhere to deliver their specialist skills.

**Understand your position.** The UK Government has determined that the risk is on your business, it is important to be prepared.

**IR35 effects your entire company.** IR35 is not a single department's issue. Any hirers of freelancers in your organisation need to be prepared for the changes. Failures here could lead to incorrect assessments and liability risk for your business.



OUTSIDE IR35

You have 12 bookings classified as Outside IR35.

[Find our more](#)

View



INSIDE IR35

You have 14 bookings classified as Inside IR35.

[Find our more](#)

View



You have 20 bookings requiring IR35 reassessment

[Find our more](#)

View

# Why you need an end-to-end solution

With such a major change to UK tax law, there are many organisations promising a risk free approach to IR35 without supporting information and clear audit trails. Blanket classifications, opaque processes and even assessments based on artificial intelligence - these can all leave your business at risk.

Managing all things freelance for 7,000 of the UK's most innovative companies, YunoJuno will help your organisation stay in front of the changes as well as give you the competitive edge in a post-IR35 world.



## Inside Track

# IR35 management & protection by experts

### IR35 LEGISLATION


#### Have you done an IR35 classification for this brief?

- ☐ No  
☐ Yes, it's Inside IR35  
☒ Yes, it's Outside IR35

OUTSIDE IR35

#### Upload your statement

Please provide a pdf of your Status Determination Statement.

 Drop file or [browse](#)

Discover freelancers

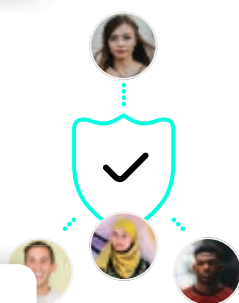
IR35 Safe by YunoJuno is the end-to-end IR35 solution created by the UK's largest provider of premium freelance talent.

With IR35 Safe, companies can hire freelancers with confidence as well as manage all compliance issues on an easy-to-use platform.

Collaborating with experts in tax, legal, finance and human resources, IR35 Safe delivers what your organisation needs to get in front of HMRC's legislative changes.

### RISK & EXPOSURE

#### Insurance



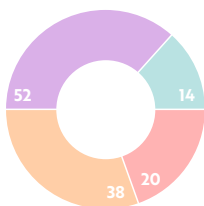
- Access to the best talent
- De-risked booking process
- Fully compliant
- Market leading insurance coverage
- Simple payment process
- Audit trails and insights

**BOOK A  
FREE DEMO**

**FIND OUT  
MORE**

### STATISTICS AND OVERVIEW

Open Contracts: 124



- 38 working inside IR35
- 52 working outside IR35
- 20 that may need assessment
- 14 open project briefs

 **R/GA**

*"Implementing YunoJuno has taken much of the manual management out of this system, reducing administrative workload and improving operational efficiency."*

**Dan De Lord**  
Talent Strategy Director, R/GA London

Inside Track

# The strongest tool, the widest coverage



## ASSESSMENT

Leading assessment tool by a former HMRC tax inspector

Customised sign-off roles

Assessment training

In-person assessment escalation

Transparent classification process and a clear pathway to booking - no surprises for your chosen freelancer

Compliant Status Determination Statement

### Other Market Offerings

Blanket classifications, opaque processes and assessments based on unproven artificial intelligence leaving your business at risk.

## COMPLIANCE

Immediate confirmation of challenge or acceptance

Management of statutory 'Client-led Status Disagreement' process

HMRC compliant deductions & payments for Inside IR35

No clear process for challenging determinations.

Solutions not in the supply chain means they are not the fee payer and tax liability remains with you.

## INSURANCE

Insurance coverage specifically designed for IR35 rules

£100,000 legal defence cover & £100,000 taxes, interest and penalties

Backed by Zurich Insurance

4 year coverage post contract completion

Don't have to prove that you're likely to win against HMRC investigation to get benefit of the insurance

Limited coverage and potentially unverified cover.

Varied suppliers with varied reputations.

Requirement to purchase coverage every year there is a possibility of HMRC risk post contract completion.

## ALL IN ONE PLACE

Marketplace of the country's best freelancers

Electronic Reporting and Audit Trails

Role-based IR35 assessment templates

Share a fully compliant SDS to all relevant parties

In-contract check-ins via a single source

Data & Insights on all bookings

No direct access to freelancers.

Manual paper filing processes and no systematic organisation or retrieval.

Access to data and analysis virtually impossible via paper processes.



## Rethinking the future of work since 2012

What started as a simple idea has grown to the UK's largest marketplace for elite creative and tech freelancers. These freelancers are fast becoming the single most valuable workforce in the labour market. YunoJuno makes "going freelance" no longer a leap into the unknown, but the most strategic and commercial decision companies can make.

### How it works

- 1 Select your perfect freelancer**  
 Nobody understands your project like you do. YunoJuno enables you to speak directly with all candidates, view all relevant information & select the best freelancer based on what you need.
- 2 Get the job done**  
 Once selected, all your chosen freelancer has to do is start on your project. 98% of all bookings on YunoJuno have a positive rating from both freelancers and hirers.
- 3 YunoJuno takes care of the rest**  
 YunoJuno takes all the stress out of hiring the best freelancers. Timesheets, payments and compliance are all handled by the platform and freelancers can rest easy that their invoices are paid in 14 days!

## Ready for 2021: IR35 Done Right

### Get Protected

**The strongest IR35 assessment tool, alongside the widest coverage.**  
 Find out why YunoJuno manages all things freelance for over 7,000 of the UK's most innovative companies.