



**Further update on upcoming changes for off payroll working in the public sector and the changes to IR35 Legislation from 6<sup>th</sup> April 2017**

We are writing to further update you on the changes in tax legislation being introduced by HMRC and Government from **6<sup>th</sup> April 2017** and how this may impact the way you supply your services to the NHS.

RIG Healthcare (which includes RIG Locums) is one of the largest suppliers of temporary AHP's, Locum Doctors and HSS professionals to the NHS having supplied healthcare professionals to the NHS for over 14 years with well over 1 million hours of supply in 2016 to Hospitals across the UK.

*This is the **Fourth** in a series of updates that we are sending you in the run up to the change where we will share as much information as possible regarding these changes and the solutions that RIG will offer you. In case you missed our first three communications on this matter, you can read them [here](#).*

**Important notice to Temporary workers operating a Personal Services Company (PSC) and working in a UK NHS hospital or Public Sector Client**

In our last communication we advised you that if you are currently operating a PSC and are engaged and paid by either RIG Healthcare or RIG Locums, where we are operating as an employment business as defined by The Conduct of Employment Agencies and Employment Businesses Regulations 2003 (Conduct Regulations), to work in a UK NHS hospital or Public Sector client, your new contract began on the **20th March 2017**, all existing contracts and terms ceased on 19th March and are replaced with new terms with your selected umbrella company from 20th March 2017, or our Workseeker Terms with you where an Umbrella has not yet been contracted. Where RIG is operating as an Employment Agency under the Conduct Regulations this termination notice will not apply.

If you haven't done so already, we now require you to let us know which compliant Umbrella provider you have chosen. Your dedicated recruitment consultant will be in touch shortly to find out your chosen compliant Umbrella choice and from there we will work closely with you to ensure that the transition to your Umbrella provider is as smooth as possible ensuring that there is no disruption to your current assignment.

Whilst you are making your umbrella selection RIG's work seeker terms now apply to your assignment as the contract between RIG Healthcare / RIG Locums and your personal service company has terminated. These terms are available on our website [here](#).

Please don't delay advising us of your chosen Umbrella Company as it may cause a delay to your future payments whilst we validate your Umbrella if it is not on our pre-vetted Umbrella list (see below).

### **What is RIG doing to help you?**

We have been busy reviewing the alternative payment options that are available to workers affected by IR35. We anticipate that the best option for most from **6<sup>th</sup> April 2017** will be to work via a compliant PAYE limited company ("Umbrella"). Working via an Umbrella is likely to offer the highest retention of weekly pay.

We have worked hard to negotiate the best rate you can get from the credible suppliers on our preferred suppliers list, at a flat rate of only **£10 per week**.

You can view our list of preferred Umbrella providers [here](#)

Please quote "**RIG PSL**" when you are talking to them to ensure that you are being offered the exclusively negotiated RIG Rate.

To help illustrate a generic example of weekly take home pay example, we have provided an insert from one of our preferred Umbrella company suppliers to show this on a number of different pay rates, click [here](#) to see it.

***Important: RIG is not tied to and does not receive any income from any Umbrella service provider, we have made sure all the discounts they offer will go to you through the competitive rate we have negotiated with them on your behalf!***

***Don't get caught out – Get your timesheets in on time to ensure a gross payment!***

The legislation makes it clear **all payments made to workers after 5<sup>th</sup> April 2017** in a role the client decides is caught by these changes requires deduction of employment taxes at source. So what matters is when you are paid **NOT** when you worked.

Some Public Bodies are moving the deadline date forward for the last gross payment to allow them time to process data on the system they are using.

As our clients have lots of preferred methods to process timesheet data and facilitate pay we have created a document which will advise you when your timesheet deadline is. Please [click here](#) to view the full list. If you cannot see the name of the client where you are working or if you are unsure, please contact your Recruitment Consultant who can assist you.

Please don't get caught out with these deadlines as they do vary for each public body and your payments may be at risk of being subject to deduction of employment taxes at source from earlier than the 1<sup>st</sup> of April even if you submit timesheets for hours worked previously in these roles.

**Please be aware that it will be illegal for us to make a gross payment to your PSC from 6<sup>th</sup> April 2017 irrespective of when you carried out the work.**

You will receive a communication shortly from RIG's own payroll team confirming the timings of RIG's payroll over Easter and the end of the tax year.

The deadline for receipt of timesheets for PSC workers paid by RIG Healthcare/ RIG Locums is by **12pm on the 1st April 2017**, we will not be able to guarantee to make any gross payments to PSC's where your timesheet is received by us after this deadline or is not received in the agreed format with the correct authorisation. All payments after this date will be made to your chosen Umbrella provider via our standard payroll.

**Tell your friends....** Finally, if you have any colleagues or friends who may not be registered with RIG but could benefit from leveraging the size of RIG to get a great deal from pre-vetted and compliant umbrella company solutions then please forward this email on to them and encourage them to get in touch with us ASAP.

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