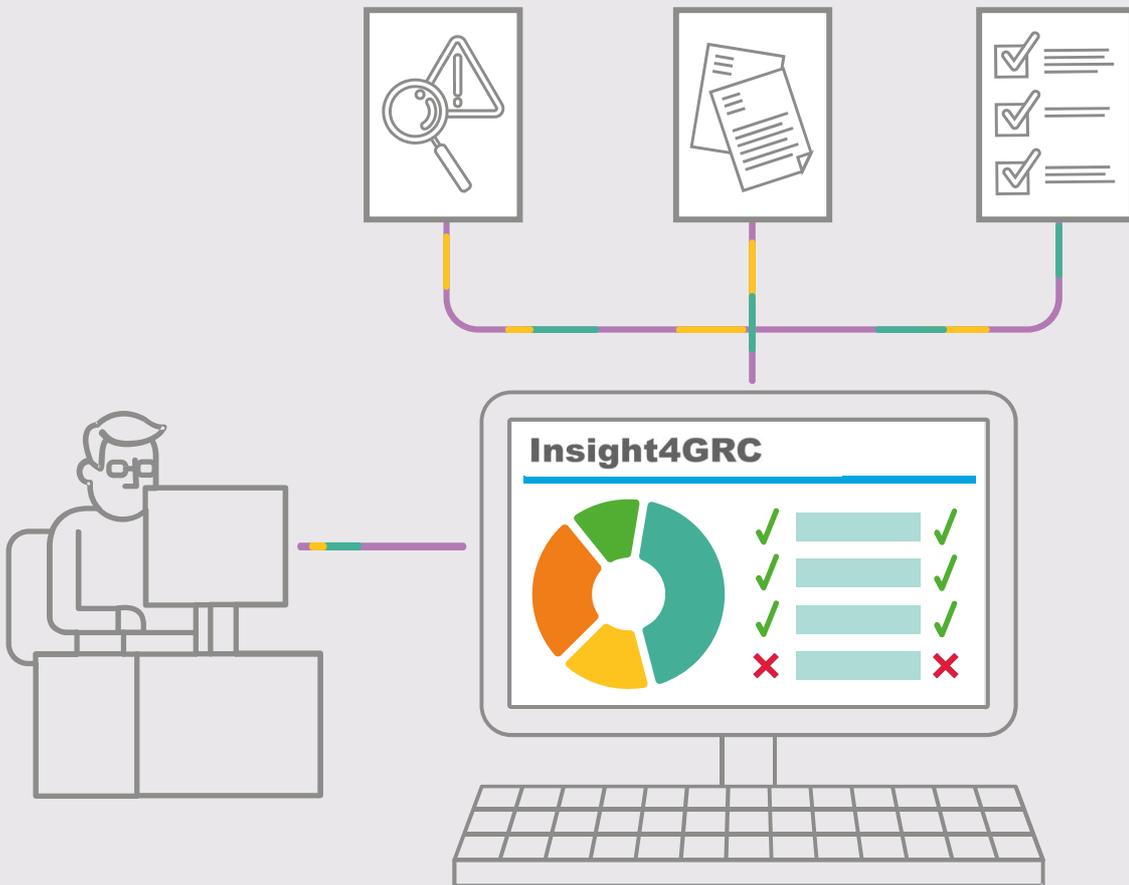


# Insight4GRC and IR35

Helping organisations to demonstrate compliance with the 2020 Off-payroll working rules



[www.insight4grc.com](http://www.insight4grc.com)



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# How can RSM and Insight4GRC help your organisation with IR35?

The government's legislation 'Off-payroll working rules from April 2020' outlines its proposal to extend the current off-payroll working rules, more commonly known as IR35.



IR35 seeks to ensure that all workers who look like employees are taxed the same regardless of the organisational structure they work in.

## RSM and Insight4GRC

RSM's cloud based Insight4GRC platform enables organisations to gain visibility of their IR35 risk landscape. By utilising the software, you can make sure that your steps and actions are tracked and data is collected to demonstrate compliance and evidence reasonable care.

### The Insight4GRC solution allows organisations to:

-  Track all off-payroll workers (OPW) and contracts.
-  Track all actions required throughout the process to determine their status right through to instructions to payroll - or an intermediary - if they are a 'deemed employee'.
-  Issue appropriate communications to all the impacted stakeholders.
-  Collect and store the required data - including status determination statements and conditions of liability documents.
-  Monitor new and existing OPW population.
-  Monitor the risk rating flags.
-  Highlight how often each OPW should be reassessed.
-  Track appeals, deadlines and responses.
-  Provide a robust audit trail of timelines, documents and responses.
-  See real time progress via a dashboard.

## Why choose RSM and Insight4GRC?

The Insight4GRC suite of products is highly flexible. It can be easily expanded and adapted to support many other policy compliance and risk control requirements across the organisation without the need to use multiple systems for different purposes.

For the latest information and to learn more about how we can help, visit our IR35 hub at <http://rsmuk.com/ir35>

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# IR35 reforms: How are you managing the risks associated with this legislation?

The rules, first introduced to the public sector in April 2017, are being amended and extended. The proposed legislation brings medium or large organisations in the private and third sectors within the scope as end users and amends the current rules for the public sector.

## The rules involve:



**Undertaking a review of the contractual arrangements to determine if the rules might apply**



**Determining if the conditions of liability are met by undertaking due diligence on the intermediary providing contractors**



**Taking reasonable care in undertaking a status determination based on the working conditions**



**Notifying the person paying the intermediary and the worker of their deemed employment status in a status determination statement**



**Responding to any appeal about the 'reasons for the status' decision within 45 days of receipt**



This legislation presents organisations with significant administrative challenges meaning that any entity in the supply chain involved in the provision of work by a contractor could potentially become liable to tax costs if the rules are not followed.

In order to start addressing these potential liabilities, organisations need to ask themselves the following questions: How will we ensure all relevant stakeholders are able to maintain visibility of, and manage, the associated risks that non-compliance will bring? How will we ensure that the actions required to meet the requirements of the legislation are assigned across the organisation, actioned and tracked? How will we maintain an audit trail?

Without the use of suitable technology, managing this obligation could be an administrative headache – and one that could potentially prove costly if handled incorrectly.

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"We engaged Insight4GRC to help us track and manage our organisational risks, and also to calibrate ourselves against ISO 27001, using 4risk and 4policies we were able to demonstrate our commitment to the standard through the management of our risks, controls and actions, and also able to demonstrate our employees acceptance and understanding of our ISMS and other internal policies. We find the Insight4GRC suite easy to use, and the team really supportive if we ever need any further support."

**Greg Guilford, CEO – HR Solutions Ltd**

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"...our risks are more clearly described; users can provide control assurances; and all risks, controls and actions can be tracked and monitored through the reporting and dashboard functions."

**Ben Kelly, Risk and Assurance Manager - Leeds City College**

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