



IR35 Advisory.

Changes in IR35 legislation present both risks and opportunities to your organisation. It's critical that your response applies the new rules, but also harnesses the opportunity presented by IR35.

As a HR consultancy backed by a global recruitment business, we are in a unique position when it comes to IR35, meaning that partnering with us for your change program will give you access to unrivalled expertise.

Our team has supported over 20 organisations through the change with compliant IR35 solutions. Organisations that use our services include HMRC, The Body Shop, Canada Life, Transport for Wales and several local authorities. So we've seen a variety of approaches and we know what does and what does not work.

Whether it's inviting one of our experts in for a workshop to sense check your ideas, or appointing us to run your end-to-end project. We can tailor a solution to fit your IR35 needs, however big or small.



What Consultancy+ can do for you.

- + Initial workshop
- + Interpreting the new rules
- + Creating your project plan
- + Financial modelling
- + Creating your target operating model
- + Supply chain optimisation
- + Implementing the change
- + SOW management model
- + As a wider business we engage 1000s of contractors each year.
- + We're an active partner in working with HMRC to implement the legislation.
- + We deliver tailored consulting solutions to over 100 organisations.

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What Consultancy+ can do for you

Initial workshop

Do you need to sense check your ideas? Or are you at the start of your IR35 journey?

We can help you by hosting a workshop with your key stakeholders to share best practice, industry knowledge and answer your key questions.

Interpreting the new rules

If there's one thing that everyone agrees on with IR35, it's the openness for wide ranging interpretation.

We can help you by applying the rules to your specific industry and circumstances. We can help you define your responses to CEST, defining the parameters and tolerances that work for you.

Creating your project plan

It can feel extremely daunting at the start of this journey with multiple variables, numerous starting points, and organisation-wide implications.

We can help you be working with your stakeholders to create a bespoke plan, and to set you on your way to implementing the change.

Financial modelling

In almost all organisations there will be financial implications. Will you be increasing your permanent headcount, running a temporary payroll, or altering pay rates?

We can help by capturing your data and modelling all of the scenarios to help inform your decisions.

Creating your target operating model

You will have heard of the variety of different options available, and you may be unsure on the effects of each approach.

We can help you to identify and execute the best strategy, and to capitalise on the opportunities presented by this change.

Supply chain optimisation

IR35 effects multiple areas of supply, from direct engagements and recruitment agencies, through to consultancies and other types of vendor.

We can help you analyse and assess your supply chain, create a strategy and model for applying the legislation and optimising the supply chain.

Implementing the change

To execute any change programme, embedding new processes across your people is key.

We can help communicate, upskill and support your hiring managers to realise your strategy. And we can help you organise your workforce through SOW management.