

SOW Management.

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.

Statement of Work (SOW) is often mooted as a solution to IR35. Our solution will also enable you to realise additional benefits outside of minimising disruption to your current contractor base:

- + Service triage to support best value and target rate
- + Access to high quality consultants
- + Ability to share financial risk of delivery
- + Support of our PMO team to provide governance and control along with project reporting pack
- + Full visibility of all consultancy spend

However an SOW alone is not sufficient for an engagement to fall outside IR35, and also to realise these extra benefits. It's all about what goes into the SOW to define the scope of work, deliverable and payment schedule. And importantly, that what happens in practice reflects the SOW.

How does our SOW model help with IR35?

SOW is a model of delivery that enables you to define the working relationship with a contractor through defining:

- + **The scope of work:** Outlining what is in scope and out of scope of the contract
- + **The deliverables:** Enabling you to manage the outcomes and timescales of the project, with out directing the contractor
- + **The payment schedule:** Providing a mechanism for the contractor to take on financial risk
- + **A change control process:** Outlining how a new SOW or contract is agreed following change to the scope

SOW Management.

What Consultancy+ can do for you.

Our experience in managing outcome based projects means we can provide the process, technology and people to implement SOW within your business to effectively manage all of your outside IR35 contractors.



Our solution allows for you to implement the working practices and processes to support an Outside of IR35 determination. We can onboard your current contractors, as well as deploying our own consultants. Our PMO team provide the governance and audit trail to help ensure the determination doesn't slip. We offer three different types of model to do this. Each has different IR35 characteristics to support your determination:

Resource Augmentation

Consultants deployed to supplement existing teams and work under your governance and project structure. Option for T&M, fixed price or milestone based payment methods.

Project Teams (T&M)

Consultants deployed individually or as part of a team under the governance of our in-house Programme Management Office (PMO). Project controls include: formal kick-off and close, change control process, milestone management, checkpoint calls.

Project Teams (Fixed Price)

Consultants deployed under a fixed/milestone based pricing agreement to share commercial risk. Full PMO support to include sprint management, risk management & reporting and change control