



Rig Healthcare Recruit
Helping you to help others

Final update on upcoming changes for off payroll working in the public sector and the changes to IR35 Legislation from 6th April 2017

We are writing to you with a final update on the changes in tax legislation being introduced by HMRC and Government from **6th 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 **final communication** in a series of updates that we have sent you in the run up to the change where we have shared as much information as possible regarding these changes and the solutions that RIG have on offer. In case you missed our first four 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

We have recently 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 Work seeker 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 urgently require you to let us know which compliant Umbrella provider you have chosen. You can view our list of preferred compliant Umbrella providers [here](#). 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**.

Where RIG Healthcare is operating as an employment business, we will not be making any payments to PSC's after the 5th April 2017 so there's not much time left now to ensure that you get set up correctly to receive payments after this date.

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

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 5th April 2017** in a role the client decides is caught by these changes requires deduction of all employment taxes at source. As our quoted rate already includes all employment taxes (including employer's national insurance contributions and employer's pension contributions) there is no need to amend our rates.

So what matters is when you are paid **NOT** when you worked.

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.

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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