

## The Status of Your Workers

Have you received a warning from the Inland Revenue that you have wrongly classified some of your workforce as self-employed?

The Inland Revenue's purge on employment status is continuing and firms who have incorrectly classified some of their workforce as self-employed may face demands from the Revenue for unpaid tax and national insurance contributions for previous years. There is a misconception in the construction industry that if a worker holds a CIS certificate then he cannot be an employee.

We would strongly recommend that:-

- 1. an audit of your workforce be carried out to determine the status of your workers.**
- 2. Contracts for Services are put into place with all sub-contractors.**
- 3. Contracts of Employment are put into place for all those directly employed.**

If you would like us to carry out an audit and prepare contracts please contact Julie McNicholas on 0115 9100 200 or email [julie@actons.co.uk](mailto:julie@actons.co.uk).



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