

As an agency you can rest assured that not only are your candidates in expert hands but also that your organisation is protected. Being a member of The Institute of Chartered Accountants in England and Wales IMS subscribes to a mandatory set of regulations and codes to ensure we continuously deliver the highest level of compliance and professional service.

What We Do For You

- Conduct regular audits to ensure compliance.
- Fully understand the MSC legislation and Debt Transfer rules for your protection.
- Provide in-house expertise and services carrying out preliminary employment status and IR35 reviews (including contractual arrangements).
- Carry full and comprehensive insurance cover where appropriate.
- Offer fee structures that ensure candidates are on the most competitive market rates.
- Satisfy the Proceeds of Crime Act, Money Laundering Regulations and Home Office requirements by obtaining proof of client's identity, address and eligibility to work in the UK.
- Regularly reviewed Expenses Policies.
- Provide PAYE, NIC and CIS compliance and planning and other specialist Employment Tax services.

Mentoring

Our unique mentoring approach provides clients with an opportunity for an effective and unbiased understanding of their working options.

We provide accounting, tax, and compliance services to support the following:

- Limited Companies
- Sole Traders
- Partnerships
- Limited Liability Partnerships
- CIS
- PAYE
- Umbrella Services
- Personal Tax
- Personal Tax Returns (Self Assessment)

Employment Tax Services

Employment tax, including PAYE and National Insurance Contributions (NIC) can be complex and confusing and getting it wrong can be very costly. In the event of a compliance visit by HM Revenue & Customs they could seek not only PAYE and NIC but interest and potential penalties on any non-compliance under the PAYE and/or Social Security Regulations. At Income Made Smart LLP we provide specialist services in compliance and planning and by taking proactive action this can avoid unpleasant surprises.

By way of example below are some of the services we can provide:

- PAYE/NIC review of policies and procedures, including expenses claims to ensure compliance for tax and NIC and that the correct reporting procedures have been applied. This can include a tailored specific review of travel and subsistence expenses for example.
- Review of existing Dispensations from P11D Reporting and assistance with applications for a new or revised Dispensation to ensure it is as up to date and as comprehensive as possible.
- An Employment Status Review – a full review of all payments made to individuals on the basis they are self-employed to identify any exposure to tax, NIC, interest and potential penalties.
- A review of payments made or to be made on Redundancy/Termination, including Compromise Agreements and the tax/NIC treatment applied.
- Providing assistance with a HMRC Compliance Review with a view to mitigating ultimate liabilities.
- Drafting Expenses and Benefits Guidelines

We also provide advice in a number of other areas including Social Security implications of employees coming to/leaving the UK including obtaining E101 certificates and other certificates of coverage, obtaining NI numbers for employees coming from abroad, advice on SSP, SMP and other statutory payments. We can also provide training in a number of areas, such as the completion and submission of forms P11D and 'Handling a HMRC Compliance Review.