Smart payroll services for successful Direct Engagement with NHS Trusts

QX
FINANCE & ACCOUNTING SERVICES

NHS Trusts are under pressure to reduce spending but are expected to maintain or even improve patient care. As a consequence, Trusts are pursuing innovative ways to reduce costs while maintaining compliance.

To help NHS Trusts, leading recruitment agencies have designed a staffing model that delivers significant VAT savings while fulfilling all HMRC compliance requirements. Named 'Direct Engagement', this model allows the Trusts to build a direct employment-type relationship with the contractors, thereby realizing significant VAT saving on the agency costs. VAT is not payable on direct engagement (employment) in the same way it is for someone working on a contract basis, just on the agency commission element of the transaction.

Challenges to overcome on the way to successful Direct Engagement

- The NHS Trust is responsible for admin work related to the time sheets

- Changes in the existing processes followed by the recruitment agency and the Trust

- Need for a payroll partner well-versed in HMRC legislation and compliance requirements

- In case of an existing relationship between the recruitment agency and the Trust:

  o Ability to speedily and seamlessly migrate the payroll processing for NHS Trusts to a payroll provider

  o Retain the use of existing online systems and processes for payroll processing to minimize disruption.

Choose QX for successful Direct Engagement

QX's smart payroll services for the Direct Engagement model ensure that recruitment agencies and NHS Trusts are able to seamlessly implement the new staffing model rapidly, while fully complying with HMRC. In addition to this, our expertise in payroll processing helps to eliminate inefficiency in the process, while reducing the processing costs.

- Payroll provider to several NHS Trusts as a part of the Direct Engagement model

- Years of experience working with and implementing major payroll software

- The chosen payroll provider for 5 out of the top 10 healthcare recruitment firms in Europe

- Timely and accurate payroll processing (track record of over 99.8% accuracy in payroll process)

- Up-to-date knowledge on current taxation, legislation & IR35 and how it affects agencies and temporary workers

- Capability and expertise to work with agencies' existing software and system

- Proven track record of successful, swift and seamless payroll transitions

- Detailed record keeping and reporting.

I've worked in the healthcare industry for over 17 years and came across QX through my previous company. When you've not dealt with outsourcing before, the unknown is the biggest problem and that throws up concerns because you think you will lose control. I didn't see as if there would be too many benefits really. Everybody spoke about the cost side of things and the savings but I thought we ran quite a tight ship with quite tight processes so I didn't really see there was too much to gain from it.

Having then worked with QX, my opinion changed; what they do is review and then tighten up the processes, they do what they say they are going to do; they are dependable. So if you have something that needs to happen at the same time each week or whatever it might be, nothing is too much trouble. As time has gone on and the relationship has built, QX takes on more and more responsibility for the day to day things and it is the reliability factor that really makes a difference. I think the important thing with QX is that you have a relationship, you have day to day communications but you are still totally in control, and QX becomes almost part of your company rather than your outsourcer. I certainly would recommend QX. I don't have any negatives and I think the fact that I have chosen to use QX again having moved into a new company demonstrates that.

Julian Barford, Finance Manager, Your World Recruitment Group

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Introducing the Smart payroll solution

QX makes any payroll process a smart payroll process by bringing its knowledge, experience and best talent under one roof to deliver

- Best practice
- Continuous process improvement
- Challenge assessment and advice
- Partnership approach
- Enhanced employee/contractor experience

Our teams of payroll professionals work to deliver exceptional services which include:

- Intermediaries reporting
- Client invoicing
- Dealing with payroll queries

- Payroll helpdesk
- Pay & bill (daily/weekly/monthly)
- Running BACS Report

- Generation of payslips
- Gross margin report
- RTI submission

We can provide everything from a straightforward pay & bill service right through to a full finance and accounts team, reporting directly to you.

Direct engagement model — how it works

Contractor	Approaches agency to be placed with a Trust	
Agency	Approaches the Trust to place the contractor with them to fill a vacancy	Agency will send the invoice for commision inclusive of VAT to the Trust
NHS Trust	Appoints the contractor as an employee to work for the agreed period	Pays the agency their commission inclusive of VAT

QX	Upon NHS instruction sets up the employee as a new starter	Sends Fund Request to the Trust for the employee payroll	Pays the employee on a PAYE basis inclusive of pension	Issues P45 at the end of the agreed period

About QX

QX has provided payroll services to recruitment agencies since 2004 through our Finance & Accounts Outsourcing division. In fact our first client is still with us, still benefitting from our expertise, software systems, management reporting and ability to deliver their finance, accounts and payroll services more cost effectively and efficiently than they can.

Our clients include some of the largest UK recruitment businesses including 5 of the top 10 healthcare staffing suppliers in Europe, and NHS trusts. We also work with smaller agencies where the investment in accountancy software and a team to manage it just isn't viable. We process over 1,000,000 timesheets annually for clients with a cumulative annual turnover of more than £1billion. We also provide a wide range of recruitment services through our RPO specialist, QX Recruitment Services.

QX Limited is one of the leading business process outsourcing companies, providing services globally to businesses in the recruitment, accountancy, finance, software and corporate advisory sectors. We have over 1000 professional experts working worldwide to deliver back office solutions to power superior business results for our clients.

www.qxfa.co.uk

bsi.	ISO 9001 Quality Management	ISO/IEC 27001 Information Security Management	BS 10012 Data Protection

REC Business Partner

GDPR COMPLIANT — GENERAL DATA PROTECTION REGULATION

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