

KEY INDICATORS OF TRANSPARENCY

The steps umbrellas should take to increase proactive visibility in response to JSL, include:

Regular PAYE summaries by tax month

Evidence of RTI submissions and cleared HMRC payments

Centralised access to payslips and supporting documents

Consistent monthly confirmations to support audit trails

Strong governance won't remove all risk, but it improves visibility, response times and confidence as JSL approaches.

Speak to Sapphire

Our friendly expert team are here to help

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CONTRACTING