



A Compliant & Award-winning Payroll Company.



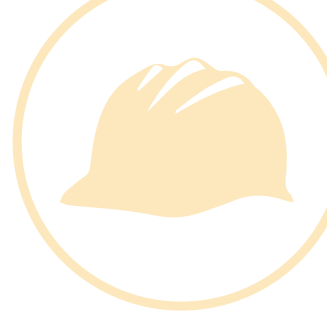
INTRODUCING

## DASA CIS LIMITED

Outsourced Payroll Services for Hirers, Agencies & Contractors in the Construction, Rail & Engineering Sectors.

**INVESTORS IN PEOPLE**  
We invest in people Standard





## COMPLIANCE CREDENTIALS & ACCREDITATIONS

### Protecting the Interests of the CIS Supply Chain



DASA CIS Limited's unwavering commitment to all facets of compliance is endorsed by our memberships and affiliations with all the leading trade organisations responsible for promoting excellence within the UK recruitment industry.

Few businesses can demonstrate such a comprehensive suite of respected accreditations as they are only awarded following audits of a payroll companies' structure, processes and procedures.

The significance of passing these stringent audits should not be underestimated as they enable clients to differentiate between proven compliant providers and their non-accredited competitors.

DASA CIS Limited is acknowledged as one of the most compliant providers in the industry, which ensures our clients and their contractors are protected against any risk of debt transfer, future liabilities, financial penalties or the threat of HRMC investigations.



**FCSA**  
Freelance & Contractor  
Services Association

#### Self-Employed/CIS Accredited Member

DASA's CIS payroll service has been awarded Accredited Membership status by the FCSA, having passed the organisations forensic audit criteria for the past two years. Independently assessed by Brabners LLP and BDO LLP, DASA's implementation of the CIS scheme adheres to the FCSA Code of Conduct and is delivered to the highest level of compliance, financial probity and ethical conduct.

[www.fcsa.org.uk](http://www.fcsa.org.uk)



#### Professional Passport Approved CIS Gross Status

DASA CIS Limited has successfully passed the Professional Passport CIS Gross Status audit, which remains one of the most revered endorsements in the industry. The coveted 'Approved' imprimatur was awarded after a comprehensive analysis of DASA's internal processes and external procedures. Professional Passport accreditation ensures clients are further protected by an insurance-backed guarantee of up to £5million.

[www.professionalpassport.com](http://www.professionalpassport.com)



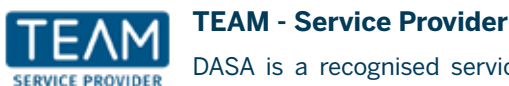
DASA is a Trusted Partner of APSCo having met the verification criteria which include an assessment of the organisation's infrastructure and the voluntary submission of five independent client testimonials.

[www.apsco.org](http://www.apsco.org)



Administered independently and operated via a separate limited company, DASA's umbrella payroll services also meet the exacting criteria of the Professional Passport annual audit.

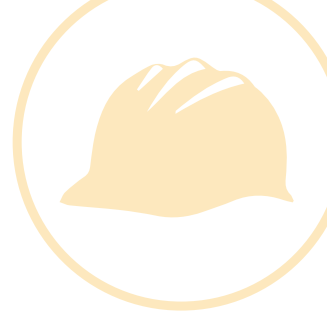
[www.professionalpassport.com](http://www.professionalpassport.com)



DASA is a recognised service provider of TEAM (The Employment Agents Movement) which comprises a vast national network of independent recruitment and employment businesses across the UK.

[www.jobsatteam.com](http://www.jobsatteam.com)

**Umbrella Leaders Association - Member**  
DASA Umbrella Limited is delighted to have joined the Umbrella Leaders Association, which provides its members with a refreshingly open and trusted discussion forum to share ideas, expertise and insights.



## INTRODUCING DASA CIS LIMITED

### A Compliant & Award-winning Payroll Company



DASA CIS Limited is an HMRC-approved CIS company specialising in helping end-user clients (hirers) benefit from outsourcing their contractor payroll function.

Fully compliant and audited by both the FCSA (Freelancer & Contractor Services Association) and Professional Passport, DASA's CIS solution includes a raft of commercial advantages to all entities within the assignment supply chain.

Clients benefit from reduced headcount costs and overheads, minimal administrative responsibilities and streamlined processes, all of which saves time and enhances profitability.

Contractors also benefit from maximised take-home pay calculations and guaranteed payment dates, plus the comfort of knowing that their CIS contributions and HMRC deductions are paid at source.

DASA's outsourced payroll proposition is underpinned by comprehensive insurances that protect the commercial

interests of all parties and eliminates any risk of debt transfer, financial liability or HMRC investigations. We are one of the most compliant payroll providers in the industry, with an enviable brand reputation characterised by honesty, transparency and reliability.

In addition to managing the actual payroll process, the DASA CIS team recognise that we occupy a pivotal position within the contractor chain and are always available to support both hirers and workers. Dedicated back-office staff ensure a personalised payroll experience, whilst pro-active account managers welcome face-to-face meetings with your team and onsite visits to build rapport with your contractors.

This brochure includes more information about DASA CIS Limited and describes the advantages of choosing our outsourced payroll service in more detail. We hope our proposition is of interest and encourage interested parties to get in touch for a further discussion.

#### Naks Atheeq

Head of Finance  
DASA CIS Limited

### DEDICATED ACCOUNT MANAGEMENT

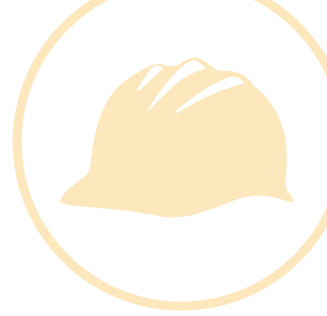
Clients are supported by a team of experienced account managers who are committed to forging long-term relationships with your staff and contractors.

In addition to providing all parties with a single point of contact, your account manager is always available to maximise the benefits of partnering with DASA CIS Limited:

- Maintaining continuous communication between clients, contractors & DASA CIS.
- Face-to-face training workshops & legislation updates with your inhouse teams.
- Onsite introductions & presentations to highlight the benefits of DASA CIS.
- Free promo notebooks, pens, thermos cup, USB sticks & hand sanitisers.
- Co-branded candidate attraction campaign support & sponsorship opportunities.

Account managers are also empowered to implement any other client initiatives to help boost the commercial effectiveness of the relationship with DASA CIS.

We welcome the opportunity of working together and maximising the potential of our partnership.



## BENEFITS TO END-USER CLIENTS/HIRERS

 Outsourcing the payroll function to DASA CIS Limited offers a myriad of commercial advantages to both hirers and contractors active in the construction, rail and engineering sectors. These include significant cost and time savings to hirers, whilst contractors benefit from tax-efficient take-home pay calculations and access to an array of lifestyle-enhancing initiatives.

Given the industries increasing reliance upon assignment-based labour, DASA provides a compliant employment platform that simultaneously supports and protects all entities working within the project supply chain.



### HMRC-APPROVED CIS PAYROLL SOLUTION

Clients are assured that all outsourced contractor payroll services, calculations and payments are conducted in full accord with the Construction Industry Scheme & HMRC regulations.



### ENHANCED COMPLIANCE CREDENTIALS

By choosing to outsource their payroll function to DASA CIS Limited, clients highlight their commitment to compliance, strengthen their commercial proposition and give confidence to both customers and contractors.



### MINIMAL EMPLOYMENT COSTS

DASA's payroll services are provided at no cost to the hirer as our highly competitive margin is incorporated within the contractor's gross-to-net earnings calculations.



### IMPROVED CASHFLOW & PROFITABILITY

The combination of reduced infrastructure costs and improved operational efficiency has the potential to transform both ongoing cashflow and business profitability.



### REDUCED HEADCOUNT & OVERHEADS

DASA CIS Limited provides clients with a full-service payroll department at a fraction of the cost of employing, training, and equipping internal staff.



### STREAMLINED PROCESSES & PROCEDURES

Outsourcing to DASA minimises administrative responsibilities as our systems ensure all data, records and RTI submissions are maintained, synchronised and documented for reporting and auditing purposes.



### MAXIMISED CONTRACTOR PAY

Take comfort that your contractors benefit from tax-efficient gross-to-net earnings calculations and optimised take-home pay, plus all CIS and HMRC entitlements.



### DEDICATED ACCOUNT MANAGER

Pro-active account manager committed to developing trustful relationships with your inhouse teams, onsite contractors, and associated supply chain.





## BENEFITS TO CONTRACTORS



Quite apart from the seamless administration of their CIS responsibilities, contractors paid through DASA CIS Limited are given complimentary access to various products and services designed to help them benefit from their self-employed status. These include a free subscription to the DASA Rewards Portal, where they can save up to £2000 per year on their household expenditure.

Guaranteed payment dates, transparent earnings calculations and emergency wage advances ensure your contractors can be confident that they will be paid accurately and on time, every time.



### TAX-EFFICIENT TAKE-HOME PAY

Transparent gross-to-net pay calculations maximise contractor take-home earnings whilst complying with self-employed CIS and HMRC legislation.



### CIS & HMRC DEDUCTIONS PAID AT SOURCE

With all CIS contributions and tax liabilities paid at source, DASA CIS Limited ensures that the financial affairs of contractors are always up-to-date, accurate and compliant.



### GUARANTEED PAYMENT DATES

Unlike many providers, DASA CIS makes both daily, and weekly payroll runs so that contractors are paid 'on the nail' and can manage their finances with confidence.



### TRANSPARENT CALCULATIONS & PAYSLEIPS

Contractors receive fully compliant payslips, which clearly display all earnings calculations, CIS contributions and HMRC payments.



### COMPREHENSIVE INSURANCE COVER

Contractors paid by DASA CIS are protected by a variety of insurance policies, including professional indemnity and public liability cover, plus drivers' negligence where appropriate.



### WAGE ADVANCES APPROVED ON TRUST

Should there be any delay in receiving a timesheet, contractors can request an interest-free advance payment of their wages which will be honoured on trust.



### FREE ACCESS TO THE DASA REWARDS PORTAL

Contractors are given free access to DASA's industry-leading employee rewards portal, where they can save up to £2000 per year on supermarket shopping, retail purchases, dining out, travel costs and even fuel.



### UNRIVALLED CUSTOMER SUPPORT

Our renowned customer care team is committed to solving any problems, providing legislative advice, and helping contractors maximise the benefits of their relationship with DASA CIS Limited.





## DASA REWARDS

### Free Subscription to all Consultants & Contractors



Contractors being paid through DASA CIS are given free access to the online DASA Rewards benefits portal, where they can save up to £2000 per year on their household expenditure. The portal includes discounts, cashback and special offers from over two thousand participating brands, including supermarkets, retailers, restaurants, cinema's, gyms and travel companies, among many others.

DASA Rewards also features a discounted fuel card and free access to a 24/7 GP Helpline staffed by NHS-registered professionals, plus numerous money-saving initiatives and incentives from specialist mortgage and pension providers, insurance brokers and contractor-friendly banks.

Included at no cost to either the contractor or the hirer, the DASA Rewards portal has proved instrumental in strengthening loyalty between both parties, in addition to adding significant value to their relationship with DASA CIS Limited.

To find out more, please visit [www.dasarewards.co.uk](http://www.dasarewards.co.uk)

### Participating Brands include:





## CASE STUDIES

### What Our Agencies Say...



#### TREVELLA JOBS

Based in the Northeast and only formed in November 2021, the growth of Trevella Jobs is a wonderful success

story, especially when one considers the turbulent times during which it has been trading. Underpinned by a refreshing community spirit and a meaningful CSR strategy, Trevella Jobs was formed by Trevor Dudgeon, himself an experienced recruiter, with a view to create an agency committed to combating the damaging effects of long-term unemployment.

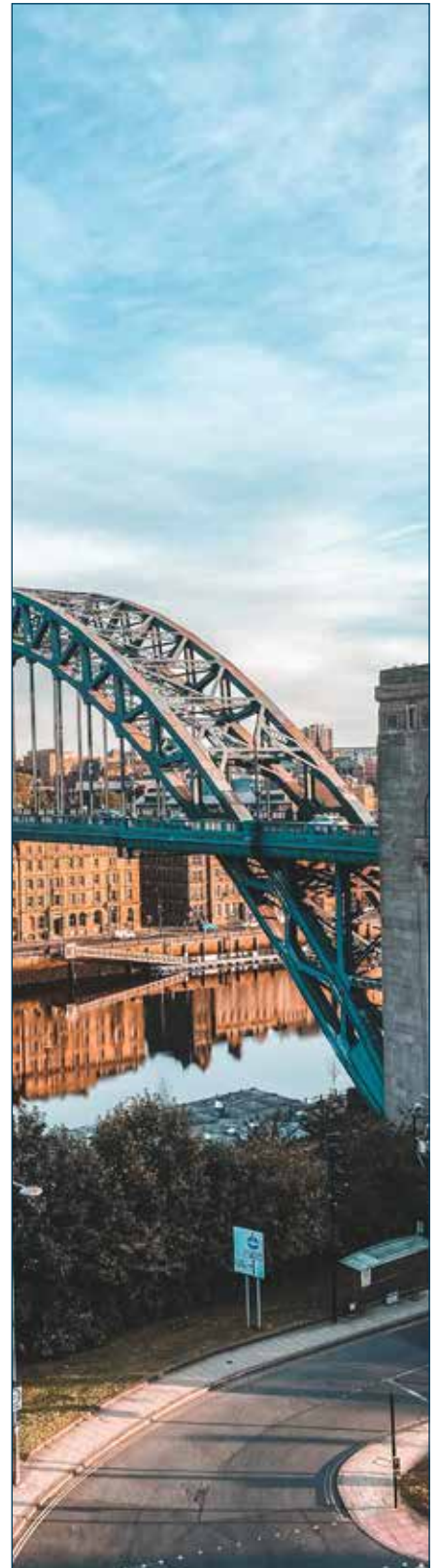
This admirable ethos resonates with the DASA business philosophy, so it is appropriate that the two companies work together to manage their contractor payroll facility. Trevor had been known to Kelly Smith-Payne, DASA's Business Development Manager, for some time, and she maintained contact with him via LinkedIn; in Trevor's own words:

***"Kelly was always lingering in the background, and I decided to give her the opportunity to work with us when we started the business from the ground up. We met over a coffee, and there has never been an issue since. The whole back-office team also work hard to ensure that all our contractors are paid without fail every Friday, even if there might be an issue with late timesheets. Kay is also fantastic in the Customer Services team, and they all bend over backwards to take away any problems from my desk no matter what the time of day."***

Trevella Jobs has already achieved over £1.2 million in sales via its full-service recruitment model specialising in the construction, engineering and industrial sectors, all synonymous with the Northeast region. The business anticipates doubling in size over the next year and has secured contracts on projects wider afield in the Northwest, Scotland, Aylesbury and Wembley, including HS2.

With the Northeast in the process of re-establishing itself as an economic powerhouse, companies such as Trevella Jobs occupy a pivotal role in the region's regeneration. Kelly and the DASA team are playing their part in ensuring that Trevella continues to expand and to help their contractors benefit from their assignments. A genuinely inspiring story, and I encourage you to visit Trevella's website to find out more about how they are transforming people's lives via sustainable and ethical recruitment.

**Trevor Dudgeon**  
Director





## CASE STUDIES

### What Our End-user Clients Say...

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#### McCOY CONTRACTORS

The phrase 'dedicated account manager' is somewhat ubiquitous among umbrella companies, but rarely does it strike home as it does in the case of Kelly Smith Payne's relationship with McCoy Contractors.

Based in Solihull, McCoy is an end-user client who works as both a principal and sub-contractor on a myriad of construction projects ranging in value from £100k to £20m. Given their size, McCoy's have over 100 contractors working for them at any one time and therefore need to have complete confidence that their workers will be paid 'on the nail' by their payroll provider. Enter Kelly and DASA.

Kelly already had a relationship with McCoy's from her stint with a subsequently discredited umbrella company but made contact again when she joined DASA in October 2020. Understandably, clients loathe changes to their service provider supply chain as it inevitably disrupts their existing payroll processes; however, given Kelly's previous track record, the Directors tentatively agreed to put DASA's services to the test by giving them a small batch of new contractors to payroll. The results were impressive from the outset.

Kelly's pro-active account management skills allied with the 'can do' attitude of the internal finance and administration teams, combined to highlight the effectiveness of DASA's enlightened approach to every facet of outsourced payroll provision. Emma Sullivan, Office Manager for McCoy's, elaborated on the strength of the partnership when she commented:

***"We love working with DASA and have a 'push/ pull' relationship whereby we both help each other out. I speak with Kelly regularly to get help with no-end of queries, whilst we call Irfhan in the office 'Super Irfhan' as he cannot be more accommodating to ensure that payroll runs smoothly. All our contractors love Kelly, and most of them even have her number saved on their phones, such is the bond of trust that has developed between them."***

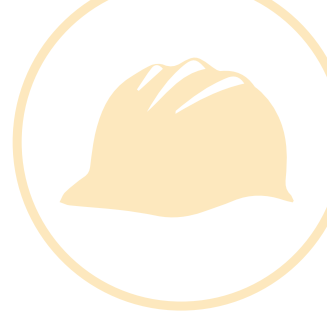
This harmonious understanding is mirrored at senior level too, and Emma stressed the strategic importance to the dynamic alliance of DASA's Finance Director, Naks Atheeq. Agreeing to only charge a single weekly margin even when contractors are subject to multiple timesheets, demonstrates an empathy with the workers and the realities of assignment-based contracting.

Authorising payroll runs, even when the flow of monies through the supply chains incurs inevitable delays, ensure that contractors are never left unpaid no matter what the circumstances at macro level. Needless to say, these gestures of total faith are noted and respected by all those dependent upon their wages hitting their bank accounts every Friday.

All of these examples are indicative of the characteristics that run through the DASA organisation, like a proverbial stick of rock. Generous, loyal, trusting and helpful are just four traits engrained in DASA's DNA, and it is little wonder that the brand continues to flourish, even in an era when umbrella companies are subject to the utmost scrutiny. McCoy Contractors now use DASA exclusively, which speaks volumes for the success of the partnership.

**Emma Sullivan**  
Office Manager





## CASE STUDIES

### What Our End-user Clients Say...

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#### CPB NORTHWEST LTD

One of the unfortunate realities of the umbrella sector is that it has a less than savoury reputation in certain quarters, especially among end-user clients unfamiliar with the nuances of using an external payroll company.

Paradoxically, it is often the case that companies who hire contractors directly often have the most to gain from outsourcing their payroll function. Both scenarios were typified by the decision of CPB North West Limited to partner with DASA in August 2021, having previously managed their payroll affairs in-house.

Based in Blackpool, CPB is a leading construction company who both undertake civil engineering and groundworks projects themselves, in addition to sourcing and placing candidates from an array of trades with other firms. This duality of service demands that CPB's payroll affairs are handled meticulously to ensure that their reputation is preserved among both internal and external contractors.

Perhaps fittingly, DASA was first introduced to Eamon Burke, Director of CPB, by a new employee who waxed lyrical about the benefits of outsourcing their payroll to a fully compliant umbrella company. Eamon freely admits to being sceptical at first but was persuaded to take the word of his new hire and give DASA a chance to prove themselves. Leaving his new staff member to broker the deal, Eamon's initial reservations soon dissolved as he was immediately impressed by how DASA streamlined CPB's weekly payroll processes:

***“Since working with DASA, I have not had one issue, and all our contractors are paid on time every time. We simply send them an Excel spreadsheet with the workers hours and rates, and their payroll team take care of everything else. Every contractor gets their money on a Friday, and all their CIS contributions and other deductions are highlighted on their payslip statements.*”**

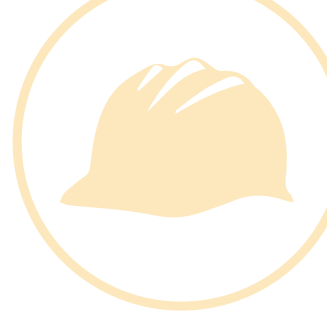
***There is no ambiguity, and the process saves us a lot of time whilst also reducing the costs of using our third-party accountant. Even when we are snowed under and slightly late in sending them the spreadsheet, DASA always put in the effort to make sure that all our workers get their money at the end of the week. Ultimately, this is what matters to us the most. I can't fault what they've done for us and couldn't recommend them highly enough.”***

The CPB account is managed by DASA's Sales Director, Leo Pereira, who has developed a strong relationship with the CPB team. In his own words:

***“The team at CPB are a pleasure to work with, and I am delighted that DASA has managed to help simplify their payroll operation whilst simultaneously saving them time and money. I understand why some independent companies might be cynical about choosing an umbrella company, but this example really highlights the potential advantages to both parties”.***

This Case Study highlights DASA's willingness to embrace the potential of working with end-user clients and making sure that their business is not wholly reliant upon the traditional agency model. Simplifying the supply chain is advantageous to both entities and minimises the cost of hiring contractors, who also get to benefit where it really counts, in their pay packets.

**Eamon Burke**  
Director



## TESTIMONIALS

### What Our Clients Say...

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“ DASA have been absolutely amazing! Faultless customer service and onboarding process. Everything is done so quickly, with amazing communication. Both Tyler & Leo have been lovely from the start. We would definitely recommend DASA to any of our contractors. ”

**Rebecca Malloy** - Office Manager - Clearwater PS

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“ I have known Leo for a very long time just by us both being in the industry, and I always promised him that I would give DASA an opportunity once they achieved full FCSA accredited status. Once this happened in the Summer of 2020, I honoured my promise to Leo and gave him an initial batch of new referrals to test out DASA's services. I was immediately impressed and soon had enough confidence in DASA to make them our exclusive payroll provider. This enabled me to streamline the payroll side of the business, which has saved me lots of time and hassle. I am more than happy to endorse DASA and recommend that any other agencies give them a chance. ”

**James Hobson** - Founder & Director - ProRec Limited

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“ Tyler is an excellent umbrella consultant. I've known her for a short while now, and in that time Tyler has demonstrated impeccable customer service. She is efficient and professional, but what is more important to me is that any referrals I send over to her – my contractors are always happy with the service they receive. Tyler is a joy to work with, she is transparent and always manages my expectations very well. ”

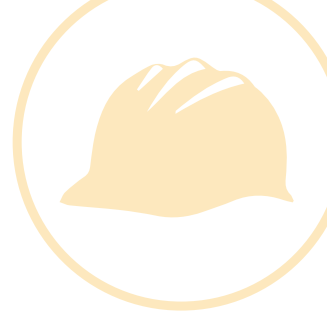
**Zack Ali** - Business Manager – Social Housing Division - Joshua Robert

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“ Tyler is a consummate professional and subject matter expert with all things payroll, umbrella, and CIS. Her level of support provided to both contractors and end clients is second to none. She has a strong work ethic and is always on hand to support with any technical queries. If you're looking for a reputable business support partner, then I would highly recommend reaching out to Tyler at DASA. ”

**Daniel Smith** - Director – Contract & Interim Services - Mercury Hampton

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## TESTIMONIALS

### What Our Contractors Say...

*Wonderful people doing a wonderful job for us and our needs as workers.*

*My personal experiences with DASA and Kay are nothing than perfect. Kay is very kind assuring and supportive of everything that I needed and what I didn't understand she explained to me in layman terms and she was expert in her work so 100/100 from me and my family thanks very much for all your wonderful work and support.*

*Very efficient organisation. Quick turn around from submitting hours to receiving payment and all necessary documents provided on time. Good communication, too. I would happily use their services again should the need arise. Highly recommended.*

*I went with DASA because of the very helpful and pleasant experience I got from the staff while shopping around. The gentleman sounded very knowledgeable and I have not been disappointed since. They are always swift to act and it's been an all round great service till date. I am pleased.*

*Have the pleasure of using DASA and my point of contact is Kelly Payne. Can never do enough to help. She is very approachable and professional. The service provided is second to none and would certainly recommend anyone to use. First class service and staff.*

*This was my first time using an umbrella company and DASA Umbrella made the experience very easy for me. I called them up querying when I would get my payment. I was advised by Maya in accounts that she would chase up my agency for me. She was very helpful and kept me informed throughout. I received my payment within a few hours after calling her. Would definitely recommend DASA.*

*DASA is an excellent company to work for as your employer. I have been with DASA for about 2 years now and have never looked back. I could talk to someone and get my query resolved quickly without going through giant recruiters where it is very difficult to talk to someone and get it sorted. Naks (Finance), Maithili (Payroll), Nivi and many others at DASA have all been absolute stars in helping me out as and when I needed help. Great work DASA and please keep that personal touch to each employee you represent!*



PART OF THE DASA GROUP OF COMPANIES



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Registered in England & Wales - Company Number: 08576888

