



A Compliant & Award-winning Payroll Company.



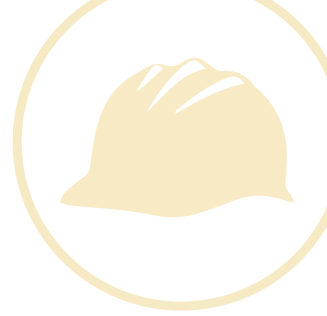
INTRODUCING

DASA CIS LIMITED

Outsourced Payroll Services for Hirers & 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



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



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

www.apsco.org



Professional Passport Approved Umbrella

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



TEAM - Service Provider

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



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.

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:

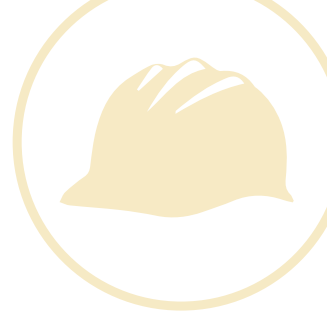
- Maintaining continuous communication between clients, contractors & DASA CIS.
- Face-to-face training workshops & legislation updates with your inhouse teams.
- Onsite introductions & presentations to highlight the benefits of DASA CIS.
- Free promo notebooks, pens, thermos cup, USB sticks & hand sanitisers.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

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Head of Finance
DASA CIS Limited



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

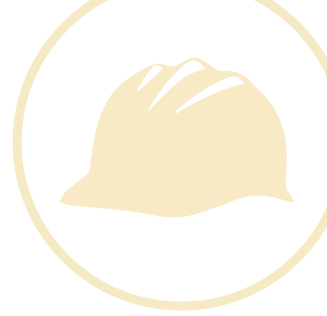
Take comfort that your contractors benefit from tax-efficient gross-to-net earnings calculations and optimised take-home pay, plus all CIS and HMRC entitlements.



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

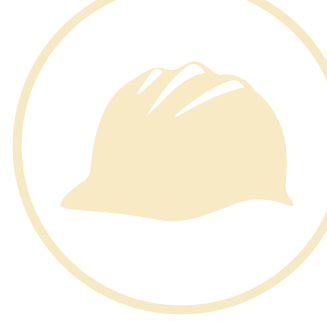
Contractors are given free access to DASA's industry-leading employee rewards portal, where they can save up to £2000 per year on supermarket shopping, retail purchases, dining out, travel costs and even fuel.



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.





COMPLIMENTARY IR35 SOLUTION



Hirers and end-user clients are now responsible for determining the employment status of all assignment contracts to ensure they fully comply with revised IR35 legislation introduced in April 2021. The new guidelines are designed to distinguish between a genuinely temporary assignment from largely continuous projects which just happen to be fulfilled by contractors, freelancers or agency workers.

Previously the responsibility of the worker, hirers are now required to prove that the status of all assignments has been correctly assessed prior to appointing a contractor.

Applicable to all industries, the legislation's remit openly aims to curtail accusations

of 'disguised remuneration' in the construction sector and to maximise contractor tax revenues accordingly.

It follows that hirers failing to comply run the risk of substantial fines, retrospective tax liabilities and potentially ruinous reputational damage.

Thankfully, DASA CIS has partnered with the HMRC-recognised Kingsbridge Assignment Status platform to provide clients and their contractors with a complete IR35 solution.

Firmly acknowledged as the most reliable IR35 status determination tool on the market, the Kingsbridge platform provides yet another layer of protection to clients outsourcing to DASA CIS.

BENEFITS OF DASA'S IR35 SOLUTION

PROVEN COMPLIANCE

Fully compliant processes and procedures to ensure all entities fully comply with new IR35 legislation before April 2021.

SIMPLE ELIGIBILITY PROCESS

Seamless process to assess if an end-user client meets the criteria whereby they will be responsible for conducting employment status tests.

NO HMRC LIABILITIES

Where IR35 rules apply, DASA CIS becomes the fee-payer and is responsible for calculating and paying the correct levels of tax and NI, not the employer.

NO RISK OF DEBT TRANSFER

Comprehensive insurance backed service guarantee of up to £5m from Professional Passport.

TRANSPARENT EARNINGS

Gross-to-net payroll calculations, compliant payslips and full disclosure to HMRC as standard.

APPROVED STATUS TESTS

Independent assignment and contract assessments provided by the industry-leading Kingsbridge IR35 status tool.

KINGSBRIDGE IR35 Assignment Status Tool




Only hire fully-compliant contractors for all of your assignments

- /// DASA use the Kingsbridge IR35 Assignment Status Tool to ensure supply-chain compliance.
- /// Advanced and independent assignment & contractor assessments prior to arriving on site.
- /// Includes key status test analysis such as control, personal service and mutuality of obligation to protect the employers commercial position.
- /// Expert evaluation of all borderline results, including case review to ensure no risk of unintentional non-compliance.
- /// Mitigates the risk of hiring any contractors unnecessarily 'caught' by IR35 rules in the private sector.



DASA REWARDS

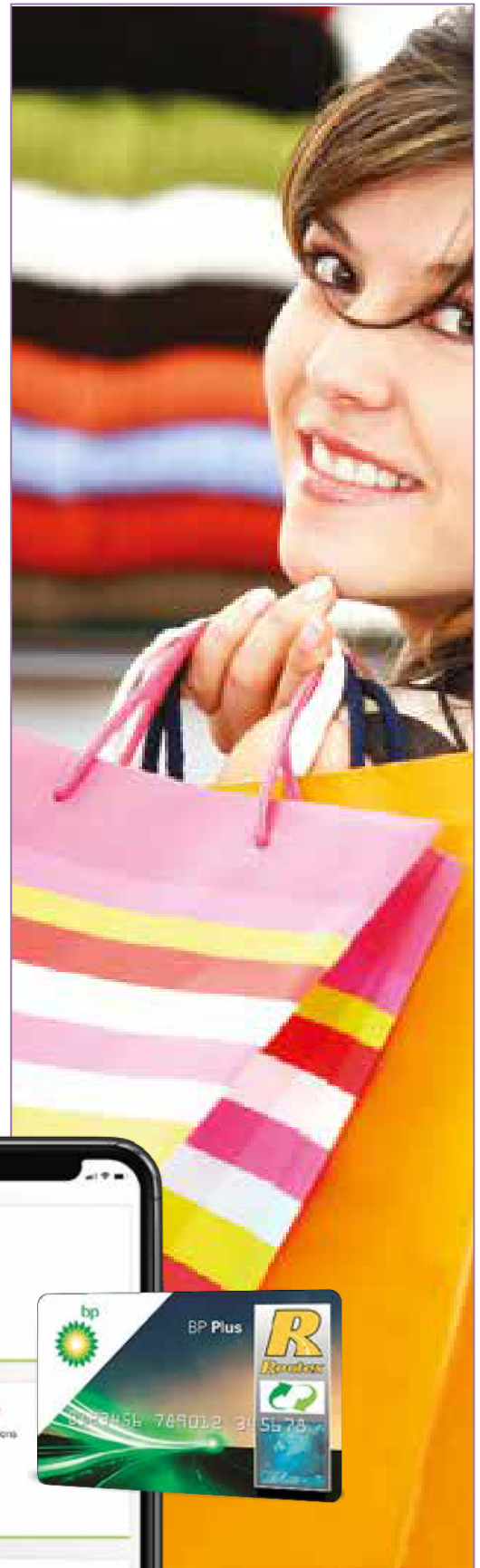
 Contractors being paid through DASA CIS are given free access to the online DASA Rewards benefits portal, where they can save up to £2000 per year on their household expenditure. The portal includes discounts, cashback and special offers from over two thousand participating brands, including supermarkets,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

Participating Brands include:





PART OF THE DASA GROUP OF COMPANIES



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Registered in England & Wales - Company Number: 08576888

