

# What is a Compliant Umbrella Provider?

Working with a compliant umbrella provider mitigates all associated employment risk. All Bright Sky Umbrella processes and services are reviewed by third party audit and accreditation.



## How does a compliant umbrella company work?



The worker works for the end client – in many cases under their supervision, direction and control.

The umbrella company retains their margin and covers all the employer costs. Certain allowable expenses may be reimbursed at this point. The remaining money will be paid to the worker under PAYE.

**Umbrella**



**Worker**

**End client**

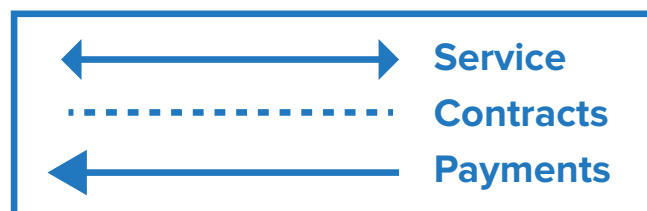
End client pays the agency.



**Agency**



The agency retains a margin (it's charge) and pays the umbrella company for the worker's services.



If your current arrangement differs from this when engaging temporary workers, it would be wise to seek professional advice to ensure that you are not at risk.

For an initial view on your supply chain exposure contact us now.