

Services Guide

Membership services for **service providers, recruitment businesses, suppliers** and **end-hirers**.

As a united voice, we're committed to raising the standards in our industry.

The Freelancer & Contractor Services Association (FCSA) is the UK's leading membership body dedicated to raising standards and promoting supply chain compliance for the temporary labour market.

Our purpose is to safeguard the long-term future of the professional freelance sector for the benefit of the UK economy by:

- **Setting and raising standards** for service providers who support professional contractors.
- **Promoting compliance** in order to protect professional contractors.
- **Influencing and lobbying** to ensure that members' needs are represented to policymakers.
- **Collaborating through partnerships** with like-minded organisations.

FCSA Corporate Governance

Our corporate governance structure adheres to trade association best practice, including:

- Non-profit making, limited by guarantee.
- No financial or commercial conflicts of interest.
- Organisation is fully owned by its Members.
- Wholly independent CEO appointed by its Members.

FCSA Accreditation

FCSA Accreditation is recognised as the industry's compliance gold standard. Accreditation is awarded to umbrella employers, contractor accountants and CIS/self-employed payroll service providers who can demonstrate the highest industry compliance standards.

What is FCSA Accreditation?

FCSA Accredited Members are rightly proud of being able to demonstrate the highest standard of compliance in the professional employment services sector.

Accredited Members are independently audited by leading accountancy and legal professionals to confirm that they adhere to the rigorous FCSA Codes of Compliance. A copy of the audit report is also sent to HMRC for absolute transparency.

This stringent test of your business operations is a clear commercial differentiator for umbrella employers, contractor accountants and CIS/self-employed payroll service providers and provides assurance to recruitment agencies that your business is fully compliant and transparent.

FCSA Codes of Compliance

The FCSA operates a best practice Code of Compliance designed to ensure that its Accredited Members provide services, advice and employment to the highest level of professional and ethical standards in the UK.

The FCSA Codes of Compliance provide complete peace of mind to recruiters when selecting contractor accountants, umbrella employers and CIS/self-employed payroll service providers for the following reasons:

- The FCSA Codes of Compliance have been developed by Ernst & Young, in consultation with HMRC, and is available to the public on the FCSA website.
- All FCSA Accredited Members are tested annually against the FCSA Codes of Compliance by independent, carefully selected assessors.
- The assessors are top-tier regulated accountants and solicitors bound by their own professional standards and code of conduct, and are independent of the FCSA.
- The assessors are experts in the sector and are carefully selected by the FCSA.
- The FCSA Codes of Compliance are continually updated to reflect current legislation.
- Non-compliance by FCSA Accredited Members results in the suspension or termination of FCSA Accredited Membership.

How to apply

For more information on how to apply for Accreditation, please visit www.fcsa.org.uk or email us: info@fcsa.org.uk

Your **Readymade** Preferred **Suppliers List**

We understand that for recruitment agencies, developing a compliant PSL is no small challenge. Distinguishing between organisations that pay lip-service to compliance and those that are fully committed is complex, costly and time-consuming. Getting it wrong can have serious implications for your business.

That's why we have done the checks for you.

Every FCSA Accredited Member has already undergone the most stringent testing in the industry, at no cost to your agency.

Recruitment agencies can reduce risk by committing to a preferred supplier list comprising exclusively of fully compliant and transparent FCSA Accredited Members. Visit the directory of members on our website for an up to date list of accredited service providers.

FCSA Accreditation is the only compliance standard recognised and endorsed by all of the UK's leading recruitment bodies including REC, APSCo and TEAM.

Why FCSA Accreditation is **unique**

FCSA Accreditation brings value to the supply chain and our compliance testing is unique for the following reasons:



Adherence to rigorous standards.



Assessed against a published Code of Compliance.



Independently tested by regulated accountants and solicitors.



FCSA audit is disclosed to HMRC.



Prove compliance annually.

FCSA is a not for profit organisation, fully owned by its members. Our chief executive is appointed by the members and is independent, with no commercial conflict of interest.

FCSA Supply Chain Partner Charter



The FCSA Supply Chain Partner Charter is designed to raise standards of compliance and reduce risks within the supply chain when flexible workers are engaged. The Charter provides assurance to hirers that the management of their contingent workforce is in the hands of trusted experts who are subject to an independent annual review of their compliance.

The Charter is accessible to all recruitment businesses who commit to using only FCSA Accredited Members and those suppliers working towards Accredited Membership on their preferred supplier list.

By agreeing to the FCSA Supply Chain Partner Charter, recruiters have a clear competitive advantage in the marketplace and are able to proudly use the FCSA Supply Chain Partner logo as a distinguishable kite mark to workers and hirers.

How to apply

For more information on how to apply to become a Supply Chain Partner, please visit www.fcsa.org.uk or email us: info@fcsa.org.uk

FCSA Business Partner



We partner with leading industry suppliers and like-minded organisations to provide members with access to a wide range of products and services for their business.

Our growing list of partners includes insurance, insolvency, IT, accountancy software providers and many more who understand the value of working with compliant umbrella employers, contractor accountants and CIS/self-employed payroll service providers.

If you operate within the freelance and contractor services sector and you want to be associated with compliant service providers, then you could be our next Business Partner.

How to apply

For more information on how to apply to become an FCSA Business Partner, please visit www.fcsa.org.uk or email us: info@fcsa.org.uk

Membership Services



Campaigning
& Lobbying



Voice of
the Industry



Conferences,
Seminars & Events



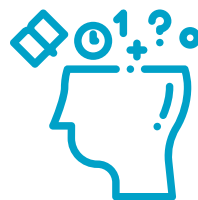
Fortnightly
E-Bulletin



Expert Analysis,
Advice & Resources



Market Analysis
Reports



Access to Expert
Technical Advice

For more information or advice, please contact:
0203 772 8622 | info@fcsa.org.uk | www.fcsa.org.uk