

veriPAYE For Recruiters

Powered by FCSA



About veriPAYE

Welcome to the UK's most advanced verification service for payslip validation for recruiters and umbrella companies.

We understand that workers must be treated fairly and with transparency and they should be paid what they're due. In full.

That's why we've created a platform that makes it easy for both recruiters and umbrella companies to reassure their workers and clients that they're operating with the highest standards of scrutiny and integrity.



Credibility and Reassurance

veriPAYE can do the heavy lifting of payslip checking at a very affordable rate, allowing you to reassure your candidates and your clients that you operate at the highest standards of compliance and transparency.

- Reduces Cost
- Saves time and effort
- Reduces risk
- Improves compliance
- Proves you did the work
- From as little as 1.5p per payslip



Secure. Compliant. Current.

veriPAYE strengthens the due diligence processes you already carry out by providing you with a centralised view of verified and validated payments made to your contractors and workers via your payroll software.



A large teal circle is centered on a white background. Inside the circle, the text "The Benefits of veriPAYE for Recruiters" is displayed in a bold, sans-serif font. The word "veriPAYE" is white, while the other words are black.

**The Benefits of
veriPAYE
for Recruiters**

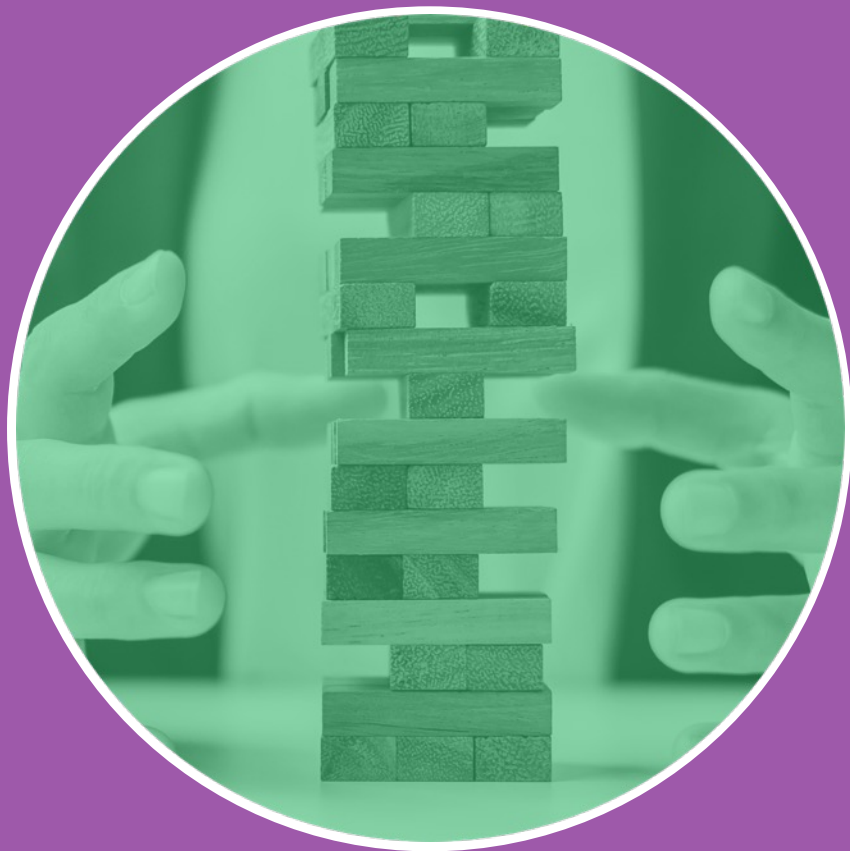
1

Saving Time & Reducing Costs

veriPAYE strengthens the due diligence processes you already carry out by providing you with a centralised view of verified and validated payments made to your contractors and workers via your umbrella provider, saving you both time and money.



2



Reducing Risk

We help you to reduce risk by giving you the tools you need to identify potential issues early so your team can work to resolve queries fast and liaise with your umbrella provider to spot anomalies.

3

Ensuring Security

Our controlled, secure and encrypted platform runs on globally recognised cloud-based servers with rest state encryption.

We use bank-level security for both login control and data storage.

You'll be required to use two-factor authentication to access your account on our secure platform.

We securely hold, in an encrypted format, all the data we need to reconcile payslips all the way from agency to umbrella payment to HMRC RTIs.



Improving Compliance

We help you to improve your compliance by providing you with an independent verification platform you can rely on.

We check the accuracy of every single payslip, providing almost real-time payroll validation from top to bottom of the supply chain.

We verify that all calculations are correct and we cater for the full range of deductions and, of course, both holiday pay methodologies.

You can be sure everything's in order with both the worker and HMRC.



5

Providing Complete Transparency

On your veriPAYE dashboard you'll be able to see every transaction for your workers and any payslip anomalies.

Payslips with anomalies will be flagged so you can work to understand the problem before it becomes an issue.



FCSA Recruiter Partners

As a bonus, if your business is an **FCSA Recruiter Partner**, you'll be offered special discount rates for the veriPAYE service.



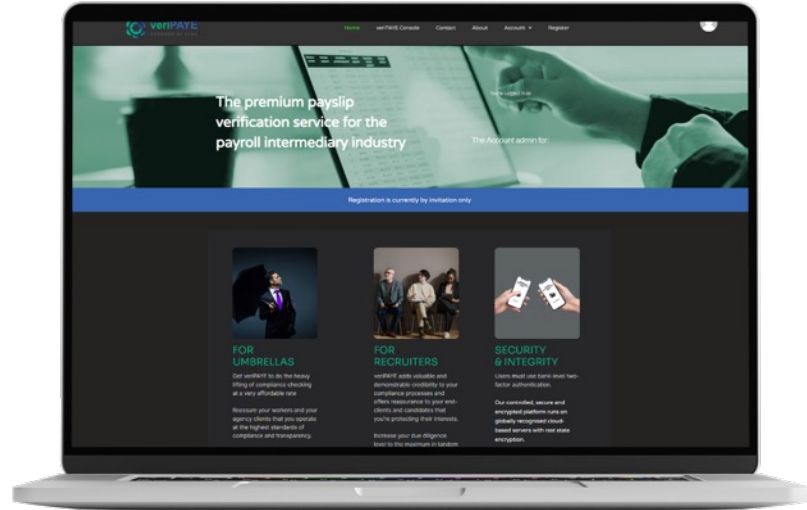
Market-beating Pricing

<p>only 3p per payslip</p>  <p>Recruiter Lite Up to 5 Umbrellas</p>	<p>only 2p per payslip</p>  <p>Recruiter XL Up to 10 Umbrellas</p>	<p>only 1.5p per payslip</p>  <p>Recruiter XXL Up to 15 Umbrellas</p>
<p>£149 Monthly</p>	<p>£249 Monthly</p>	<p>£349 Monthly</p>
<p>➔ Verify up to 5 Umbrellas</p>	<p>➔ Verify up to 10 Umbrellas</p>	<p>➔ Verify up to 15 Umbrellas</p>
<p>➔ Caters for up to 1,000 candidates</p>	<p>➔ Caters for up to 2,500 candidates</p>	<p>➔ Caters for up to 5,000 candidates</p>
<p>➔ Up to 5000 payslips per month</p>	<p>➔ Up to 12,500 payslips a month</p>	<p>➔ Up to 25,000 payslips a month</p>
<p>➔ Overage - 10p per payslip</p>	<p>➔ Overage - 10p per payslip</p>	<p>➔ Overage - 10p per payslip</p>
<p>➔ 2 User licences</p>	<p>➔ 5 User licences</p>	<p>➔ 10 User licences</p>

FCSA charge on a PAYG basis with a monthly allowance + overages

Using veriPAYE

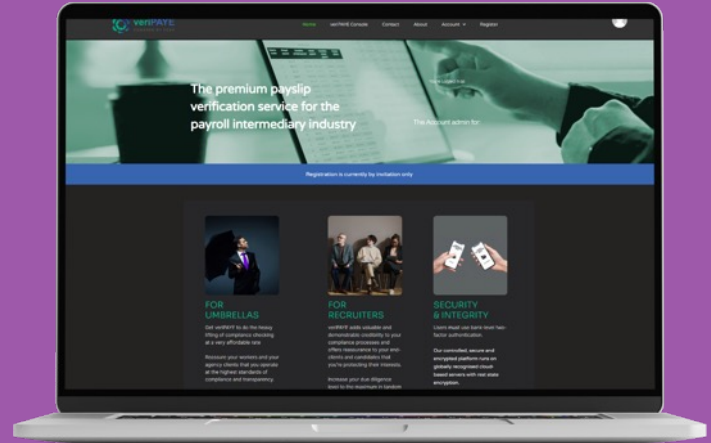
Signing up to veriPAYE for the first time is fast and easy.



1

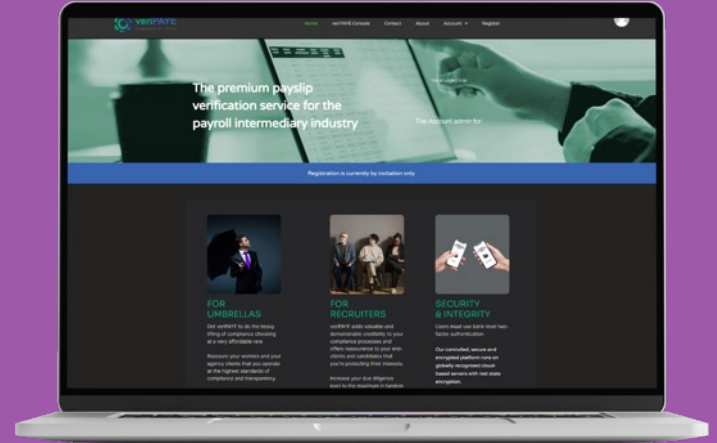
Sign Up

You'll need to create a FREE account on veriPAYE. Due to the high security requirements and confidential information you'll have access to, you'll need to be authorised to e-sign our legal confidentiality agreement and contracts on behalf of your company.



2

Make sure your umbrellas send the necessary information to veriPAYE



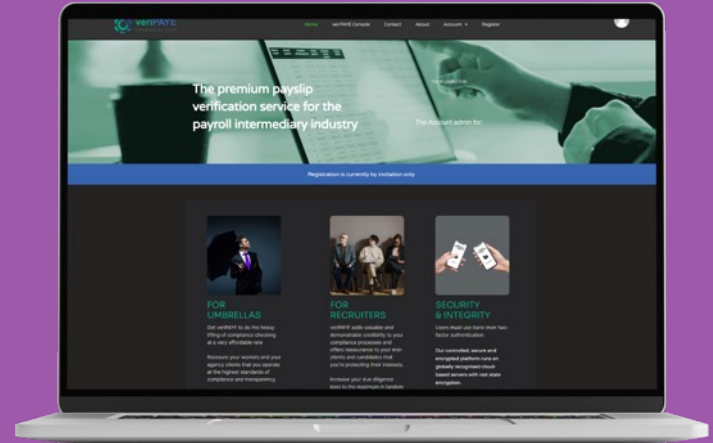
The software your umbrellas use to run payroll for workers must be configured to send data to the veriPAYE platform – so check with them that they already do or let us know who they are and we'll contact them.

3

Select a licence level

Select the package you need – we offer packages with 2,500 or 12,500 or 25,000 checks per month. You can choose to make your monthly payments via credit card or BACS Direct Debit.

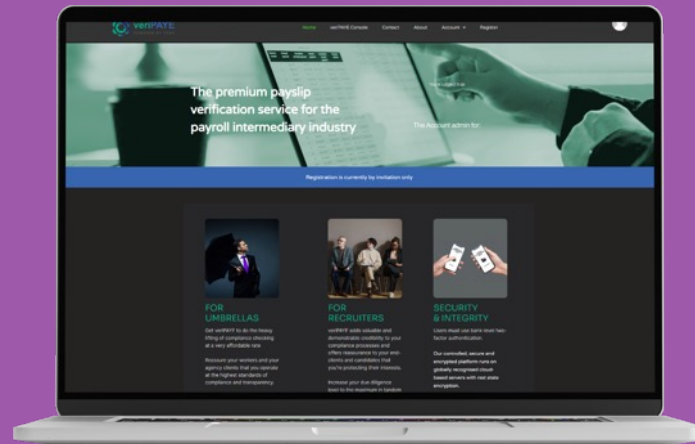
If you regularly need more than 25,000 payslip checks per month, [contact us](#) for enterprise sales.

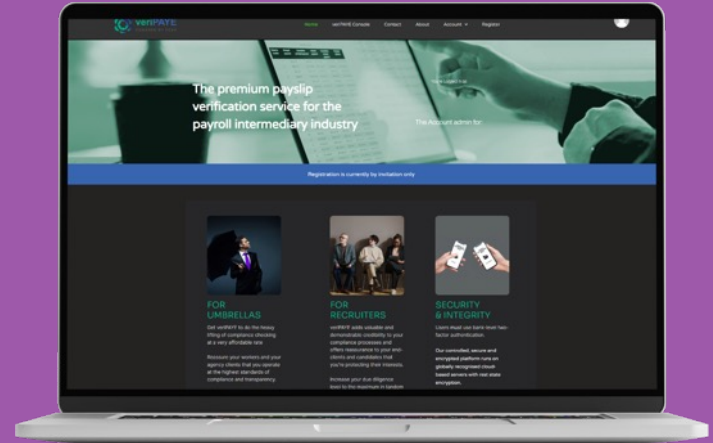


4

You'll have access!

You'll now be able to add your own sub-accounts (users). They must work for your company and their email addresses must be from the same domain as the admin email address.





5

You're ready to go!

You and your team can verify and be reassured that the calculations and reports sent to HMRC are reconciled and correct!

Key features

Confirms Calculations:

- Margins
- Other fees/charges
- ErNICs
- Expenses
- Salary Sacrifice
- AL (on gross)
- Holiday Pay
- NMW
- EeNICS
- Income tax
- Post tax deductions

Reconciles to RTI

We reconcile to the passed RTI data and re-reconcile if there's further RTI reports for the same pay period

Reconciles to Agency Reporting

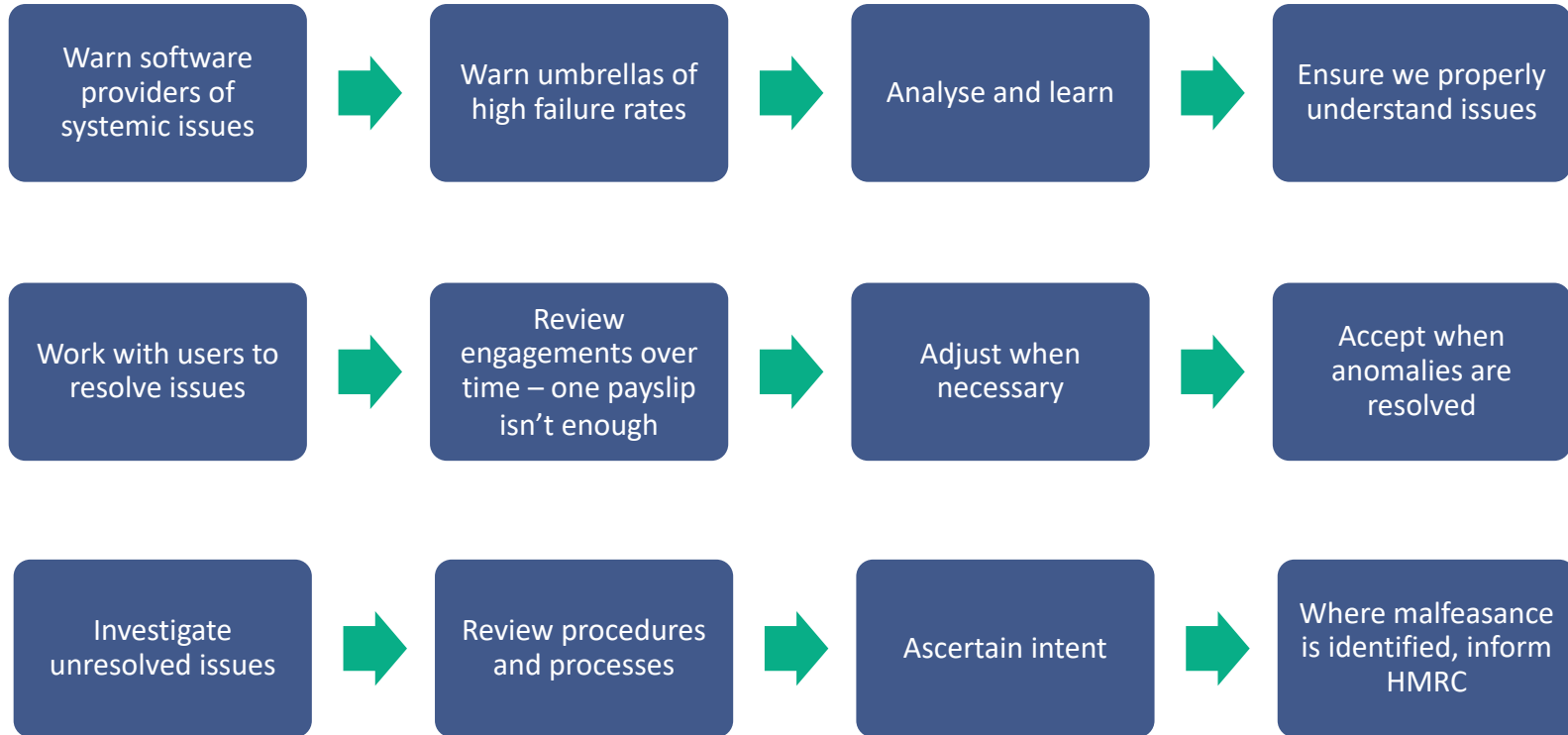
When we receive the Employment Agency Report we run reconciliations again to ensure that their stated remittances are accurately reflected by the umbrella

Reconciles to NEST

We reconcile to the NEST data to ensure pension deductions are accurate and correctly reported



How FCSA Uses veriPAYE



Security and data integrity

Front end

- AWS EC2 hosting
- Two-factor Authentication
- User email verification
- Manual approval of user lead accounts
- At rest encryption of key files
- Hardened firewall blocking
- Unknown usernames
- Privileged usernames
- Brute force attempts
- Known blacklists
- Too many failed login attempts

Back end

- AWS S3 storage
- VPN restricted access
- At rest encryption of all data
- Hardened firewall



Data Access & Retention

Personal data is always obfuscated on the front-end

Customer Access

1. Recruiters

- a. View of all their subscribed umbrellas
- b. View of fail reasons
- c. Total count of payslips processed
- d. No dual-contract visibility

2. Umbrellas

- a. Full view of their employees
- b. Full view of fail reasons
- c. Full employee drill down

Software Provider Access

- Full view of their umbrellas
- Full view of fail reasons
- Advance warnings of possible systemic fails
e.g. umbrella misconfiguration

FCSA Access

- User view of all transactions
- Personal Data obfuscated

Data is deleted

- 6 years after transaction date
- On receipt of an Article 17 notice

What are we asking from you?

- **Work with us**
 - Ensure your umbrella providers have their software systems provide the necessary automated feeds to veriPAYE
 - Download and send our umbrella provider pack to your umbrellas
 - Send us your HMRC Quarterly Reports for reconciliation
- **Publicise your compliance with veriPAYE**
 - Let your clients and candidates know
- **Use Diligence Hub!**
 - Our sister service providing secure exchange of due diligence information for pre-contract diligence and PSL/ASL maintenance

Brought to you by FCSA

FCSA is **the only not-for-profit accreditation body** in the payroll intermediary sector.

Founded in 2008, we're also the most experienced, we know all about compliance and we've designed our verification system to ensure that you can rely on the feedback we give on each and every payslip checked by us.

FCSA's aim is to ensure all parties in the supply chain – especially those served by FCSA members – can **expect the highest levels of compliance, transparency, and reliability.**

We have raised standards of the whole industry by building a certification system and a series of Codes of Conduct which are widely regarded as the best in the business.

You'll have the reassurance that we're working hard to protect your business.

Find out more at fcsa.org.uk