

Supervision, Direction and Control

6 ways to demonstrate
SDC compliance



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SDC process

You must have an up-to-date and compliant SDC process in place which ensures that an SDC questionnaire is completed for each and every assignment a contractor undertakes.



People

Assign qualified in-house individuals to complete SDC questionnaires, compliance, work finding agreements and onboarding checks before workers go on site.



Contracts

Along with utilising an SDC questionnaire to look at the working conditions of an assignment; it is crucial to also scrutinise contractual terms to ensure there are no 'rights of' that may contradict the definition of self-employment.

Top tip:

Look out for phrases such as 'X is under no obligation to do Y' or anything that refers to 'reporting to' or 'being supervised by' any other person or business.



Tax and employment specialists

Regularly engage with tax and employment specialists to independently assess your SDC and onboarding process.



Job adverts

Job advertisements must be transparent and clearly show the type of contract and engagement that are dependent on SDC results.



SDC storage

You must securely store SDC questionnaire results against the specific assignment, should you need to access or review the document in the future.

Want to find out more information?



To find out about your responsibilities under the Agency Legislation, head to our '**Supervision, Direction and Control**' **blog** on our website.