

# THE HARVEY NASH / SPINKS SURVEY: **WORKFORCE 2021**

## ORGANISATIONS



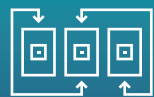
### Lack of confidence in guidelines

53% of hiring managers are unconfident or unsure about HMRC guidance, in regards to their contingent workforce and preparation for IR35 2.0.



### Hiring expected to increase

82% of hiring managers expect hiring of contingent workers to increase or stay the same as their organisation recovers from Covid-19.



### Retention is key

92% of organisations stated that retention and engagement of contingent workers is important to them, with 48% saying they invest time and effort to keep their contractors as a vital option.



### Benefits & value proposition needs improving

74% of organisations currently do not offer any benefits / value adds to their contingent workers or provide a specific value proposition for the contingent worker market.

## CHALLENGES TO HIRING PERMANENT STAFF:



### Competitive skillsets

Good candidates are presented with multiple opportunities.



### High expectations

Company reputation, salary, reviews may not match expectations.



### Uncertain climate

Permanent staff are hesitant to change roles in current climate.

## CONTRACTORS



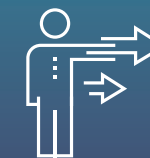
### IR35 has negative impact on wellbeing

Nearly 83% of contractors feel that IR35 legislation has negatively affected their mental wellbeing to some extent.



### Lack of guidance from end-client

Only 26% of contractors are confident in the guidance provided by their end-client about their individual IR35 status.



### Covid-19 impact on IR35 determinations

49% of contractors feel recent changing working conditions mean they will be deemed to be outside IR35. 18% of those feel it will have a big influence in putting them outside IR35.



### Don't feel as valued as they should

We asked contingent workers how valued they feel by their organisations (0 being not at all and 10 being very valued) The average response was 6.

## NAVIGATING IR35

Harvey Nash and Spinks gathered the research above from two surveys, sent out to organisations and contingent workers in October 2020. The data is formed from a total of 773 survey responses, as well as one-to-one interviews.

**Harvey  
Nash.**

**spinks**