



DASA
UMBRELLA

Your Fully Compliant
Outsourced Payroll
Provider



Overview

The DASA Group of Companies provides a range of accountancy and payroll solutions to the temporary recruitment market specialising in the provision of Umbrella, PAYE, CIS & Limited Company services.

The Group is underpinned by an ethical and proactive business culture and a burning desire to enhance the commercial performance of both recruitment agencies and contractors.



0207 118 0555
www.dasa-umbrella.co.uk

About DASA

DASA Umbrella is a refreshingly compliant company providing a hassle-free range of outsourced payroll solutions for contractors, freelancers and recruitment agencies. Established for over twenty years and formed by experienced accountancy professionals, DASA offers a portfolio of payroll models to suit the requirements of the contemporary temporary labour market, including:

- Standard PAYE Umbrella
- PAYE
- CIS (Construction Industry Scheme)
- Limited Company

Due to our background in the traditional accountancy sector, our team are fully qualified and have a comprehensive understanding of all current employment regulations and tax legislation. This knowledge ensures that we offer a totally reliable full-service to all those engaged in the supply of temporary workers into a variety of sectors, including:

- Construction
- Health & Social Care
- Rail
- Education
- IT
- Security Services

DASA Umbrella acknowledges the commercial significance of demonstrating our genuinely compliant processes and procedures to both agencies and workers alike. We support the aims of all legislation that strives to correctly ascertain a worker's status correctly and calculate tax liabilities accordingly. To this end, DASA Umbrella Limited is audited by both the FCSA (Freelancer & Contractor Services Association) and Professional Passport, and is also an Affiliate Member of APSCo and a TEAM Service Provider.

Given our background, experience and proven commitment to compliance, we believe that DASA Umbrella offers recruiters and contractors the opportunity to partner with a risk-free payroll provider. This brochure outlines our services in more detail, and we hope it will inspire you to contact us and arrange to meet a member of our team in person.

We look forward to working with you.

Naks Atheeq
Head of Finance

Supporting Your Recruitment Agency

The temporary recruitment sector continues to expand, and it is vital that agencies can rely on proven business partners within their supply chain. DASA Umbrella appreciates the importance of our role as a fully compliant payroll provider and guarantees that your workers will always be paid correctly and efficiently. We forge long-standing commercial relationships with our clients and regard ourselves as an extension of your organisation.

COMMERCIAL PARTNERSHIPS

- Mutually beneficial philosophy
- Dedicated account managers
- Total back office support

FULL-SERVICE PROVISION

- Umbrella & PAYE as standard
- Limited Company specialists
- CIS (Construction Industry Scheme)

FLEXIBLE MARGINS

- Bespoke commercial agreements
- Transparent transaction processes
- Committed to agency growth

GUARANTEED COMPLIANCE

- Audited by FCSA & Professional Passport
- Affiliate Member of APSCo & TEAM Service Provider
- Honest & trustworthy attitude

CONTINUOUS COMMUNICATION

- Frequent meetings & reviews
- Problem-solving mindset
- 24/7 customer service function

A GENUINE PERSONAL SERVICE

- One-to-one relationships
- A desire to help at all times
- Exceptional contractor support

CHOICE OF PAYROLL OPTIONS

- Umbrella PAYE
- CIS Umbrella
- Limited Company

MAXIMISING EARNINGS

- Cost-effective margins
- Compliant take-home pay
- Transparent calculations

WAGE ADVANCES

- Payments made on trust
- Minimal administration or hassle
- No fees or interest charges

DASA REWARDS

- Online benefits & discount portal
- Save on shopping, travel & dining
- Hundreds of participating retailers

Contractors and freelancers represent an increasingly significant section of the working population and provide a vital contribution to the economy. DASA Umbrella respects the status of all contingent workers and strives to enhance their earning power by offering a hassle-free payroll facility. Our team deliver a friendly and efficient service driven by a commitment to ensuring that all contractors are paid accurately and on time, every time.

Looking After Your Contractors



Contractors being paid through DASA Umbrella are given free access to the DASA Rewards online benefits portal where they can receive discounts and cashback from over two thousand retailers and suppliers. Considerable savings can be achieved on shopping, dining out, travel, cinema tickets, gym memberships and even fuel, all of which help workers improve their finances.

DASA Rewards also includes free access to a 24/7 GP Helpline staffed by NHS-registered professionals.

Participating Brands Include:

- Tesco
- Sainsbury's
- Morrisons
- Marks & Spencer
- John Lewis
- Argos
- Currys
- Halfords
- Pizza Express
- Costa
- Café Nero
- Odeon Cinemas

The DASA Rewards Scheme highlights our commitment to helping contractors and benefitting from choosing DASA Umbrella as their payroll provider.

To find out more, please visit www.dasarewards.co.uk

Our Commitment to Compliance

Dasa Umbrella respects the ever-increasing importance of compliance within the recruitment industry and adheres to the values of four leading trade organisations.

Our Umbrella and CIS (Construction Industry Scheme) payroll models are audited by both FCSA (Freelancer & Contractor Services Association) and Professional Passport.

We are also active Affiliate Members of APSCo and a TEAM Service Provider to further highlight our inherent company belief in honesty, transparency and best practice.

All four associations demonstrate that DASA Umbrella is a progressive and ambitious payroll provider committed to helping both recruiters and contractors.



APSCo - Affiliate Member

DASA is an active Affiliate Member of APSCo (The Association of Professional Staffing Companies) and is delighted to support the aspirations and values of this leading recruitment industry trade body. We operate our business in accordance with the APSCo code of conduct and enjoy meeting fellow members at seminars and social events.

apsco.org



FCSA – Accredited Member

DASA Umbrella Limited is an Accredited Member of the FCSA (Freelancer & Contractor Services Association) following a comprehensive audit of the companies processes and procedures. The audit was conducted by assessors from Brabners LLP and confirmed that our payroll provision for umbrella, CIS and self-employed contractors meet their stringent requirements.

fcsa.org.uk



Professional Passport

One of the most respected standards in the recruitment industry, Professional Passport has an unrivalled reputation for monitoring compliance. DASA adheres to the Professional Passport ethos and enhances the commercial performance of compliant agencies and umbrella companies. We actively support Professional Passport's seminar programme and exhibit at many of their events.

professionalpassport.com



Team Service Provider

DASA Umbrella is a service provider of TEAM (The Employment Agents Movement) which comprises a vast national network of independent recruitment and employment businesses. We support TEAM's commitment to promoting all aspects of compliance within the recruitment industry and welcome the opportunity to offer our payroll services to its extensive membership.

jobsatteam.com

Client Testimonials



Ackerman Pierce was formed in 2013 to provide recruitment solutions into an array of public sectors including education, social care, planning and administration, among others. From the outset, the Ackerman Pierce management team knew that they would require a roster of compliant payroll providers to assist them to deliver their ambitious vision, so they embarked on an initial 'beauty parade' to assess the options available. Central to their remit was to choose suppliers who shared the agencies' values which included respect, integrity and hard work, plus an inherent understanding of safeguarding considerations throughout the temporary staffing supply chain.

Naks Atheeq, DASA Umbrella's Head of Finance, immediately responded to an initial 'factfinding' enquiry and stressed his willingness to give Ackerman Pierce the service they required. Naks' assurances that DASA would provide a flexible outsourced payroll service underpinned by favourable credit terms have proved instrumental to the mutually-beneficial commercial relationship that has subsequently evolved.

Compliance is also central to Ackerman Pierce's offering as they operate primarily in the public sector which has been subject to changes in IR35 legislation and a strengthening of the Criminal Finance Act. DASA's compliance credentials and transparent operational policies provide the confidence and peace of mind demanded by agencies active within this space.

Ackerman Pierce also supplies workers via the increasingly significant MSTAR3 Framework delivered by ESPO, a professional buying organisation providing procurement services into the public sector organisations. To ensure the agencies reputation is maintained, DASA's administrative teams need to respond to any new contracts and assignments at speed; Harry noted that DASA typically provides the requisite information required within just a few hours thus avoiding any delays in the process.

The relationship between the two businesses has now grown significantly with DASA managing the payroll for up to two hundred contractors placed by Ackerman Pierce. The company's respective teams have developed a rapport based on trust and a common desire to support the smooth supply of contingent labour into these increasingly vital sectors. DASA Umbrella's commitment to the original remit outlined by Ackerman Pierce has indeed proved pivotal to the success of the ongoing partnership between the two companies.

www.ackermanpierce.com



“From the outset, I assured Naks that we were going to build a decently sized agency and that we wanted to work with payroll providers who would grow with us. He understood our requirements and DASA Umbrella have delivered on the promises made during those initial conversations. During the course of our relationship, the DASA team have helped us out on numerous occasions even if payments were needed to be made at weekends.”

Harry Hopkins
Compliance & Office Manager

“The DASA team never shy away from a problem and Leo is always available and at the end of the phone to help when required. Occasionally, if one of our consultants has failed to forward over a timesheet and hadn’t realised until Friday, Leo always makes sure the contractors are paid regardless. Many of our contractors want their wages paid at one-minute past midnight on payroll day so it is great to know that they will always get paid even if there has been a slight glitch in the process. Other umbrella companies we have used have not been so flexible which results in the contractor not getting paid on time which is our worst nightmare.”

**Tracy Armstrong-West
Compliance & Office Manager**

Brookwood Selection is a multi-sector recruitment agency with offices in Woking and London. The business specialises in sourcing talent for the aviation, commercial, construction, defence, IT and logistics industries both in the UK and abroad. Founded in 2002, the company is managed and run by a team of passionate experts, many of whom have actual experience of the sectors they now represent.

Well-versed in the variances of outsourced umbrella provision from numerous other providers over the years, Brookwood was introduced to DASA Umbrella when Leo Pereira joined the ambitious payroll business as Sales Director in 2019. Leo had worked with Brookwood previously when employed by another umbrella company, so his tenacity and good nature were well known to the agency team.

As is commonplace within the business, ‘people buy people’ and Brookwood trusted DASA to manage the payroll on behalf of their contractors based on their existing relationship with Leo. Thankfully, their trust has been rewarded and highlighted by the endeavours of the DASA team to resolve any issues quickly and efficiently.

Leo has also developed a close rapport with our team of consultants and always thanks them by popping in with free merchandise and boxes of doughnuts which are always appreciated. Both Leo and DASA have proved themselves to be a highly valued partner to our company.

This genuine client feedback underlines the values and attitude that characterise the DASA brand; efficient, helpful and friendly are three words not always associated with umbrella companies, but they are fundamental to DASA’s vision to provide a personalised and compliant payroll service to both agencies and their contractors. As the DASA Group continues to grow, it is imperative that these values remain integral to the company’s evolution.

www.brookwoodselection.com

brookwood

Client Testimonials



Sinclair Recruitment Solutions is a fast-growing business that was founded in March 2017 and is already one of the leading construction agencies in the North West. Having experienced the various “bad habits” of agencies for whom he worked for in the past, Keith Sinclair decided to build a superior company based on providing clients and contractors with an honest and straightforward job matching service.

Keith’s senior managerial experience gave him an insight into the pointlessness of poor recruitment processes where less conscientious agencies try and place as many candidates as possible irrespective of their suitability just to secure their fees; cutting corners only results in wasting everyone’s time and money, in addition to failing the client who just wants to recruit people with the skills to get the job done.

Keith’s refreshingly straightforward ethos extends to his expectations from Sinclair’s roster of payroll providers, including DASA Umbrella. Leo Pereira, DASA’s Sales Director, manages the Sinclair account and has formed a strong connection with both Keith and his team as reflected by the following comment:

Looking after a client’s interests is a crucial part of my role, and I really enjoy getting involved in the social aspect of Sinclair. Playing football with the guys was a great way of getting to know them on a personal level, which obviously strengthened our professional relationships. DASA is a company that really understands its social responsibilities, so it is a natural fit to work with Sinclair, who also makes a positive charitable contribution.

Sinclair Recruitment continues to expand into other industries and diversify internationally, having recently placed candidates in New York and Stockholm. The company has extended into IT, health and architecture, in addition to cementing its position within all facets of construction, including engineering, plant and labouring, among others.

DASA’s seamless payroll provision is a fundamental extension of the Sinclair brand, and the team must continue to pay all Keith’s contractors on time to prevent any frantic calls.

www.thesinclairgroup.com



“I am happy providing all my candidates are paid on time and I don’t receive any disgruntled phone calls on a Friday. Before I formed Sinclair, I was been let down by third-party back-office suppliers and recognise the damage they can do to your reputation. As long as all my candidates are paid on time, I have no complaints. The Sinclair account is managed by Sales Director, Leo Pereira who has become actively involved in the altruistic element of the company as well as the purely commercial side. Leo shares Keith’s passion for football and even played for the Sinclair team in a six-a-side fundraising tournament in 2019.”

Keith Sinclair
Owner & Director

“We trust DASA Umbrella to manage the payroll on behalf of many of our public sector council contractors, and they have become an integral element of our worker supply chain. Unity Recruitment is an expanding recruitment agency brand, and we need to be confident that all our professional suppliers are both fully compliant and ethical in their business dealings with us. We have regular meetings to ensure that the needs of our contractors are being met, and also to manage all facets of our commercial relationship. It is a pleasure to work with the DASA team and to witness their growth at first hand.”

James Gouge
Chief Executive Officer

Initially, a single contractor recommended DASA Umbrella to the team at Unity Recruitment having been delighted with the personal and prompt service he received. Over time, further contractor referrals came to the attention of James Gouge, Unity's CEO With DASA Umbrella now on the radar, an exploratory meeting between James and Naks Atheeq, DASA's Head of Finance, cemented the relationship between the two companies.

Impressed by Naks' pro-active attitude and positivity, the team of consultants at Unity began sending more contractor referrals to DASA. In a comparatively short time, DASA's renowned customer service levels and reliable payroll runs ensured that they became one of Unity's preferred umbrella partners.

The best organisations look after their clients and maintain meaningful relationships with their contacts as in the case of Naks who visits Unity's offices in Watford every month. He has forged an understanding with James based on trust and empathy, in addition to developing a respectful rapport with the agencies' team of consultants. These relationships are supported by the performance of DASA payroll and operations team who strive to meet the requirements of up to 150 contractors paid via their umbrella solution on a weekly basis. The contractors benefit from prompt and accurate payments, plus free access to the DASA Rewards programme where they can save money on an array of consumer goods and services including supermarket shopping, fuel and gym memberships, plus restaurants, cinemas and even eye tests.

The partnership between DASA and Unity has strengthened over time and both companies are now instrumental to the success of their respective businesses. Loyalty and honesty are central facets of the commercial relationship.

Within the all too often cut-throat environment of the umbrella payroll landscape, it is refreshing to document a genuinely flourishing business relationship between two ambitious organisations committed to excellence.

www.unity-recruitment.co.uk





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