



Contractor Handbook Next Phase Recruitment

Welcome to Next Phase

Thank you for giving us permission to represent you in finding you a suitable contract assignment.

This handbook outlines everything you need to know regarding working as a contractor with Next Phase.

If you're looking for something specific and can't find it, please let us know. Our contracts team are always available to help.

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contracts@nextphaserecruitment.com

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Getting Started

Welcome to Next Phase. We are looking forward to working with you and finding you the perfect contract assignment. It is important to us that we provide our contractors with a great experience throughout their journey with Next Phase, and we aim to build a relationship with you that lasts many years, and for many assignments. This handbook should provide you with all the information you need to know but if you have any questions please do get in touch.

You will have received an email from your consultant to confirm that your CV has been sent over for review by our client and providing you with a link to our Work Seeker Registration Terms.

We will always obtain your explicit permission before we submit your CV to any of our clients and will provide email confirmation to you of each submission made.

In order for us to find you assignments we will process and store your information, as detailed [here](#). Should you wish us to stop storing your information at any time, you can email us on contracts@nextphaserecruitment.com at any time. However, if you do request this, we will be unable to continue looking for suitable assignments for you.

Important points of contact

Assignment

Your consultant will be your contact for:

- Confirming potential assignments
- CV submission
- Providing feedback
- Interview organisation & preparation
- Offer confirmation
- Rate queries
- Raising issues once on site

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Contractor Registration & Onboarding

Sarah Seaford - will be your contact for:

- Welcome Email & confirmation of onboarding process
- Verification of Right to Work documents
- Issuing contract once offer confirmed
- Providing details of our approved Employer of Record (EOR) – People2.0
- Organising & management of security checks (where relevant)
- Organising equipment (where relevant)
- Queries during assignment
- Assignment extensions

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Timesheet processing

Claire Hales – will be your contact for:

- Timesheet portal onboarding
- Weekly timesheet & expense processing
- Payment processing and queries
- People2.0 questions

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Standard Contractor Journey with Next Phase

Your journey as a contractor with Next Phase will follow all or part of the following steps:

Registration

- Email confirming your registration with Next Phase

Assignment updates

- Call from consultant regarding potential assignment
 - Job description will be provided verbally
 - Qualification of role against your skills & ambitions
 - Confirmation if CV is being sent
 - Confirmation of timeframes for feedback
 - Confirmation of pay rate and status of role – W2 or IC

Post CV send

- Email confirmation that your CV has been sent to the client
- Regular updates on status of role; within timeframes agreed in initial call
- Call to confirm feedback from client
- Confirmation of interview request
- Call to prepare you for your interview
- Debrief following interview
- Possible 2nd/3rd interview stages
- Call from consultant or client to confirm offer; or provide feedback if no offer being made
- Where offer is made, we will verbally:
 - Confirm start date & pay rate
 - Confirm we have uploaded you onto the People 2.0 portal
 - Request all additional information required prior to start date
- Follow up email will be sent by consultant

Post Offer

- Welcome email from our contracts team to confirm next steps:
 - Documents required from you
 - Book in a video call to verify your RTW document
 - Confirmation that People 2.0 will be in touch directly with regards to onboarding documentation
- Regular communication from our contracts team and/or People 2.0 to confirm progress of your onboarding

- Confirmation that contracts have been issued and signed (new email to the process)
- Welcome email with details of timesheet portal information
- Net Promoter Score email
- Request for testimonial following your experience

Aftercare

- Regular calls and texts from your consultant to get updates on how your new assignment is going to
- Market insights regarding the sector you work in

Important Documentation

There are various documents we will require you to complete or provide People 2.0 during your time as a contractor with us. Once we onboard you onto the People 2.0 portal they will contact you directly to confirm the documentation they require from you.

Who are People2.0

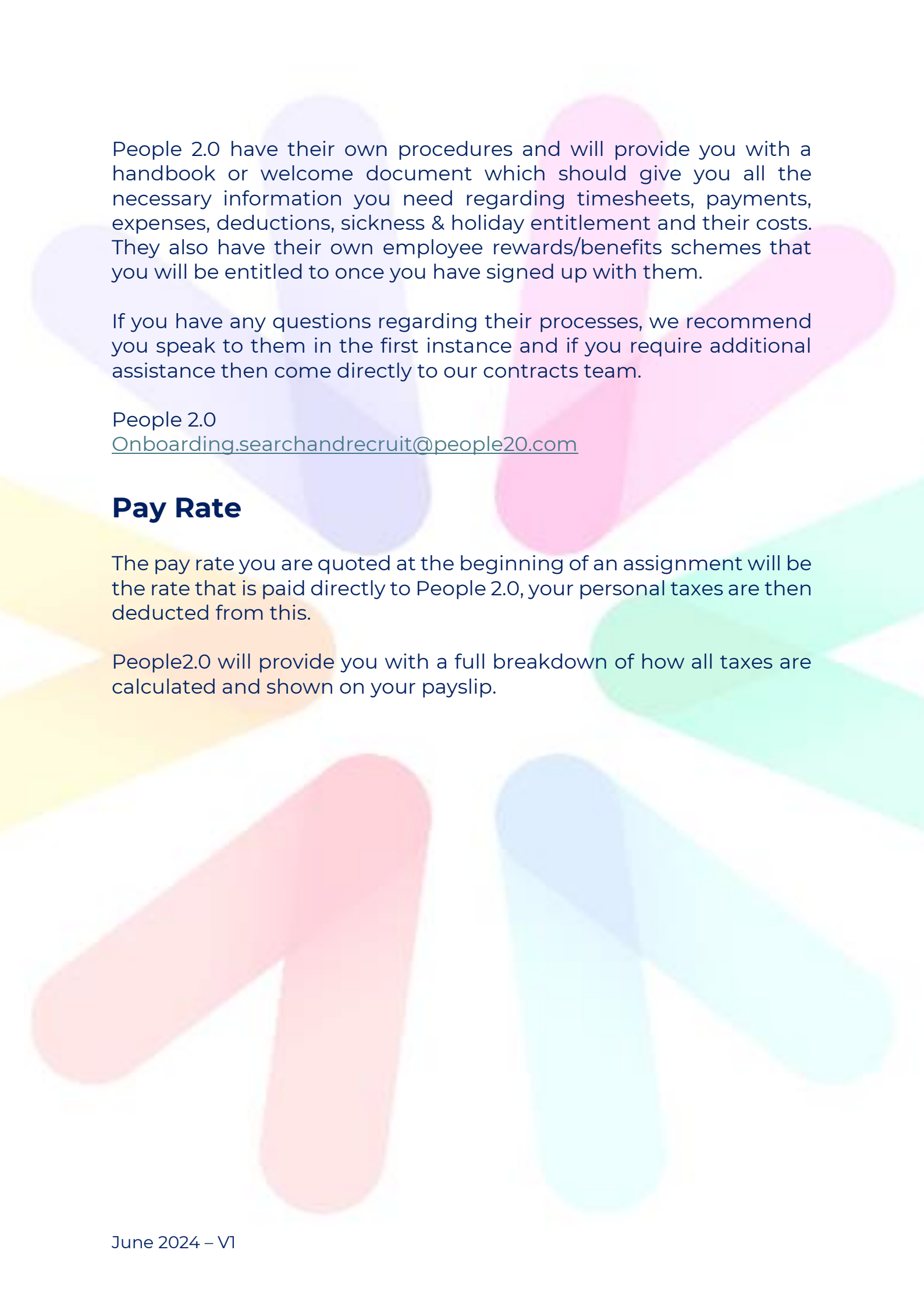
As an agency we do not run an in-house contractor payroll. Instead, you will be paid via People 2.0, an Employer of Record. They ensure all our US candidates are paid compliantly and provided with access to the relevant benefits and rights.

People2.0 will provide you with a contract confirming the status of your employment. Next Phase have a separate contract directly with People2.0, which means your employment status can continue throughout assignments, irrespective of which agency and client you are working through.

The rate we agree with you at the point of confirming an assignment, is the rate we pay to People2.0. They will then process that payment, ensuring all relevant taxes are deducted before making payment to you within the agreed timeframe

Approved Employer of Record

We use People 2.0 as our Employer of Record. They have a long-established record in the US and have passed vital compliance checks to ensure they adhere to US legislation and understand their tax responsibilities.



People 2.0 have their own procedures and will provide you with a handbook or welcome document which should give you all the necessary information you need regarding timesheets, payments, expenses, deductions, sickness & holiday entitlement and their costs. They also have their own employee rewards/benefits schemes that you will be entitled to once you have signed up with them.

If you have any questions regarding their processes, we recommend you speak to them in the first instance and if you require additional assistance then come directly to our contracts team.

People 2.0

Onboarding.searchandrecruit@people20.com

Pay Rate

The pay rate you are quoted at the beginning of an assignment will be the rate that is paid directly to People 2.0, your personal taxes are then deducted from this.

People2.0 will provide you with a full breakdown of how all taxes are calculated and shown on your payslip.

Expenses

Where you are able to claim expenses during your assignment this will be confirmed to you during your initial call with our contracts team.

The process for making claims will also be confirmed at this point.

It is important that when you are claiming expenses, you must notify People2.0 of the claim and provide them with the receipts. They will also require an expense form to be completed. When you register with People2.0, they will outline their expense claim policy.

Screening

We are required to conduct background checks on all our candidates, and depending on the client your assignment is with, we may be required to do additional screening checks.

You will be notified of the screening levels required for your assignment in your Welcome email, post offer.

Equipment

Depending on the client your assignment is with, you may be provided with a laptop, this will be confirmed to you at the point of offer and the process will be explained to you.

As you are a contractor there is no requirement for the client, Next Phase or People2.0 to provide you with any additional equipment.

SPTO

Depending on your location you may be entitled to SPTO during your assignment, and this will be confirmed to you by People2.0. They will also confirm how you make any claims to your entitlement due to sickness absence.

Notice

The notice period you are entitled to be given or need to give during your assignment will vary depending on the client we place you with and will be confirmed in the contract you sign with People2.0.

Timesheet portal

You will be provided with login details for People2.0's timesheet portal where you will be required to record all the hours you work. Full instructions for the portal will be issued to you after your start date has been confirmed but if you ever need any assistance you can contact Claire Hales, our Finance Manager, by email accounts@nextphaserecruitment.com or phone +44 (0)1403 216216.