

UNITED KINGDOM

Title of the policy or measure (in English)	HM Revenue & Customs Check Employment Status for Tax (CEST) tool
Case study/good practice name	Check Employment Status for Tax (CEST)
Country	UK
Date of publication	July 2017
Sectors	All sectors
Target groups	All workers
Type of measure	Prevention
Short sentence summarising the measure	The Check Employment Status for Tax (CEST) tool enables anyone to check the employment status of an individual or group of workers (whether employed or self-employed) for tax or National Insurance contributions (NICs).
Background	
Background context driving the implementation of the measure	HM Revenue & Customs had been criticised for providing ineffective tools for establishing employment status of individuals and subsequently invested in a new (user-friendly) online tool.
When was the measure implemented? (including start date and end date/ongoing)	As a precursor to CEST the Employment Status Indicator (ESI) was created in 2014. The Check Employment Status for Tax tool is a new version which was trialled in a public beta form from 2 March 2017.
Names(s) of authorities/bodies/organisations involved	HMRC
Scope of the measure (a pilot project, nationwide, regional wide)	Nationwide
Type of (policy) measure	Online tool
Key objectives of the measure	The objective of the CEST tool is to provide a user-friendly and accurate online service which can clarify the employment status of an individual or group of workers (i.e. clarification of likely employed or self-employed status).
Specific measure	
Description of how the measure operates in practice	CEST helps to establish if someone is employed or self-employed by taking respondents through an interview. The system asks key questions related to the requirement for personal service, the degree of control

	they work under, their level of financial risk and their integration into the engager's business.
Which groups are targeted by the measure?	All workers are targeted, though the tool is especially useful for anyone engaging workers who need to clarify the employment relationship.
What resources and other relevant organisational aspects are involved?	The government resource includes a feedback option. Help in the instance of technical difficulties when accessing/using the tool is also available.
What are the source(s) of funding?	Government funding.
Evaluation and outcome	
Has the measure achieved its objectives?	The updated CEST is user-friendly and in this sense it has achieved its objective.
Assessment method (including indicators used to measure its impact), and the outputs and outcomes achieved	An evaluation has not been carried out.
What are lessons learnt and the key conditions for success?	Online self-classification tools (i.e. such as ESI and CEST) are likely to benefit from ongoing adjustments and modernisation based on their uptake and their perceived accuracy.
Level of transferability (e.g. other countries/groups/sectors)	There is considerable potential for transferability. However, such devices are likely to require country-specific tailoring in reflection of the distinct tax/worker status arrangements within different countries (e.g. the IR35 arrangements in the UK case).
Contacts	HMRC may be contacted directly. There is also an CEST online tool feedback form available: https://www.tax.service.gov.uk/contact/beta-feedback-unauthenticated?service=off-payroll An online services helpdesk is available on: 0300 200 3600.
Sources	https://www.gov.uk/guidance/check-employment-status-for-tax
Metadata and key words for online search	Check Employment Status for Tax