

Fractional Terms

For fractional leaders working through SisuScale.



24 hours

Paid after client payment lands

Your business

Contracted for the work

Outside IR35

Fractional and advisory

These terms apply to every engagement you take on through SisuScale. Accepting an engagement confirms agreement to them.

1. Who Does What

- **SisuScale. is the facilitator.** We introduce and arrange the engagement. **SisuPeople.** invoices the client and collects payment on behalf of your business.
- **You deliver the work through your own business.** The client's agreement for the work is with your business, with scope, deliverables and timings set out in the proposal they accept. How you deliver it is yours to decide.

2. Insurances

- You carry your own **professional indemnity** and **public liability** cover, plus any other cover your work needs. Evidence is provided at acceptance of each engagement and kept current throughout.

3. Getting Paid

- Clients are invoiced **fortnightly** for day rate and project work, **monthly** for project work committed for longer than 3 months, and **in advance** for hourly work. Clients pay within 14 days.
- Send us your days or hours worked at the end of each period, and invoice SisuPeople. for your agreed rate for the same period. Add VAT if your business is registered.
- **Your agreed rate is paid in full.** SisuScale's fee is a pre-agreed margin added on top and charged to the client. Nothing is deducted from your rate.
- **We pay you within 24 hours of the client's payment reaching us.** If a client pays late, we chase it and keep you informed. Your payment follows theirs.
- **Expenses** are recharged only where the client approved them in advance, at cost, with receipts.

4. Sessions and Cancellations

- Either side can cancel or move a session with at least **24 hours' notice**. If the client cancels later, they are charged in full and you are paid. If you cancel later, the session is rebooked or the client refunded, and no fee is due.

5. Notice

- **Project priced work: 2 weeks' notice** in writing from either side. Work to the end of the notice period is paid as normal.
- **Hourly and day rate work:** either side can end it immediately. Work already delivered is paid. Please talk to us before giving notice to a client.

6. IR35

- Engagements through SisuScale. are **fractional and advisory**, delivered as part of your portfolio of work, and sit **outside IR35**. Your business is responsible for its own tax and National Insurance.
- **Interim roles.** If a client discusses an interim position that falls inside IR35, let us know. A one-off engagement fee of 18% of the salary agreed is payable by the client to SisuPeople.

7. Permanent Roles and Repeat Work

- **Permanent roles.** If a client offers you a permanent role following introduction, let us know. A fee of 18% of the salary agreed is payable by the client to SisuPeople. Nothing is charged to you.
- **Repeat work.** Extensions and new work with a client introduced through SisuScale. are arranged through SisuScale.
- **Referrals.** Refer a permanent hire that SisuPeople. places, and you receive **20% of the fee invoiced**.