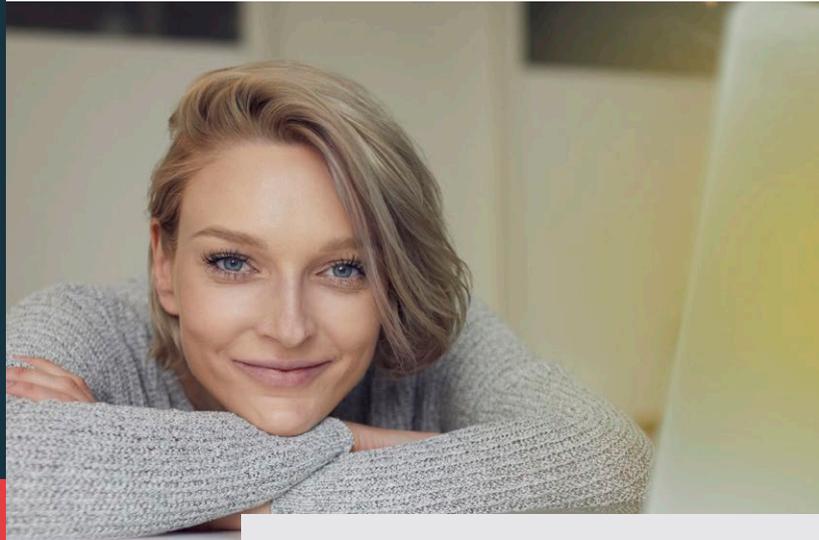


# Working with freelancers – the right way!

PAYROLLPLUS OFFERS A SIMPLE SOLUTION FOR EMPLOYING FREELANCERS, PROVIDING LEGAL CERTAINTY WITHOUT FINANCIAL RISKS

[www.payrollplus.ch](http://www.payrollplus.ch)

**PAYROLLPLUS**   
Protection for freelancers and companies



## Did you know?

The OASI regularly performs specific checks to determine how companies are working with freelancers. It decides on a case-by-case basis whether the freelancer's work genuinely constitutes self-employment. It is important to be aware that the OASI's findings are not influenced by whether

- The freelancer is expressly described as self-employed in your contract,
- The client specifies in the contract that the freelancer is responsible for paying social security contributions,
- The freelancer can provide proof of self-employment issued by the OASI, or
- The freelancer is registered with the OASI and regularly pays their contributions.

The sole determining factor is financial dependence and managerial authority. If work assigned by you constitutes 50% of a freelancer's income, they are considered financially dependent on you. The OASI considers this false self-employment.

## Don't underestimate the risks!

- Clients are at risk of having to retroactively pay up to five years of missing OASI contributions.
- Companies would then also have to pay the corresponding accident insurance contributions.
- Clients may also be required to retroactively register the freelancer with a pension fund.
- If the freelancer has neither registered with the OASI nor paid their contributions, then clients may even find themselves in legal difficulties – facing penalties for illegal employment.
- Should the freelancer suffer an accident that results in disability, then, as the client, you would be liable to pay compensation, since you should have insured the freelancer.

## How can you protect yourself?

If a freelancer is running a limited company (GmbH or AG), there isn't a problem. You can pay their invoices without a second thought. For sole traders or freelancers who have not chosen a legal form for their business, the easiest solution is to use the service offered by PayrollPlus.

For just 3% of the invoice amount, PayrollPlus will act as the freelancer's employer. The benefits:

- The freelancer receives illness and accident daily benefit insurance, and can choose occupational pension cover (basic or executive level) and apply for unemployment benefits.
- PayrollPlus pays the OASI contributions.
- PayrollPlus provides you with an invoice for the work performed by the freelancer, thus taking on the risk associated with acting as an employer.

Salary simulations and registration are available at [www.payrollplus.ch](http://www.payrollplus.ch).

**Fun fact:** The term 'freelancer' does not exist in Swiss law. Switzerland and the surrounding countries do not even have a common definition of 'self-employment'.

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