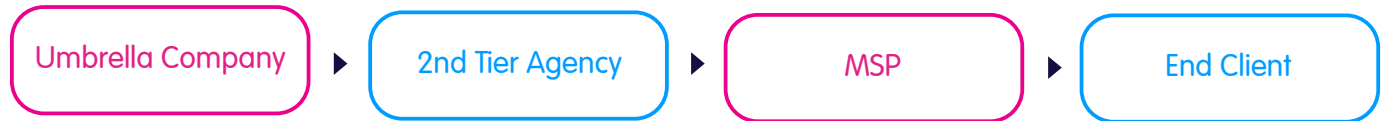


Who's liable under JSL?

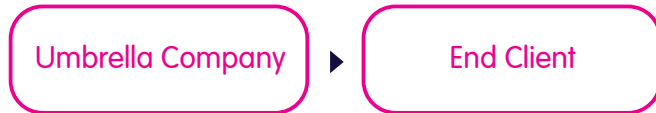
Under the new JSL rules, the umbrella company and, in most cases, the party holding the contract with the end client will be liable. That said, there are some nuances. To help you understand how the liability will be shared, we've outlined the five most common supply chains below. Those in pink are the liable party.



As it's the agency that holds the contract with the end client, JSL sits with both the umbrella company and the agency. The end client has no liability.



As it's the MSP that holds the contract with the end client, JSL sits with both the umbrella company and the MSP. The 2nd tier agency and the end client have no liability.



As it's the umbrella company that holds the contract with the end client, JSL sits with both the umbrella company and the end client.



Although the contract would sit with the offshore agency and the end client, the legislation ignores offshore entities. So JSL sits with both the umbrella company and the end client.



Although the contract would sit with the agency and the end client, as the in-house umbrella and agency are connected entities, JSL sits with the in-house umbrella company and the end client.